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## This Issue in Brief

*Striking instances of increased labor productivity through the use of machinery* are brought out in a study of the operation of street and road building and ditch-digging machinery. For instance, a ditch-digging machine, operated by one man with a helper, can do as much work in an hour as 44 men using hand shovels. Page 1.

*The output of cigars per worker has been nearly doubled by the use of the long-filler cigar machine.* The small hand factories are decreasing in number and the bulk of cigar production is being concentrated in the large machine factories. Page 11.

*Wages in the manufacture of silk and rayon goods averaged 40.6 cents per hour in 1931*, according to a study by the Bureau of Labor Statistics, summarized on page 175. Hours of labor per week averaged 50.7. Since 1914, full-time working hours per week have decreased from 54.6, or 7.1 per cent. During this period, average hourly wage rates have more than doubled, rising from 19.7 cents in 1914 to 40.6 in 1931. Owing to the decrease in working hours, full-time weekly earnings have not increased to quite the same extent as have hourly earnings, although they have nearly doubled, the average for 1931 being \$20.58 as compared with \$10.79 in 1914. Rayon has become a constantly increasing factor in this dual industry in recent years.

*The 1931 survey of wages and hours of labor in the iron and steel industry*, made by the Bureau of Labor Statistics, shows that average hourly wage rates in puddling mills were 59.2 cents; in blooming mills, 66.4 cents; in plate mills, 62.7 cents; in bar mills, 58.8 cents; and in standard-rail mills, 61.3 cents. Average full-time hours per week in 1931 in the five departments listed were 53, 52.6, 56.7, 55, and 54.9, respectively. The data obtained for these departments are summarized on page 181, three other departments—blast furnaces, Bessemer converters, and open-hearth furnaces—having been covered in the November Labor Review.

*Industrial relations in the dress industry of New York City are governed by a set of agreements* among the four factors comprising the industry—manufacturers, jobbers, contractors, and labor—which were signed February 12, 1930. While arbitration had been practiced in the dress industry for many years prior to 1930, there had been no permanent arbitrator, the parties agreeing upon an arbitrator for each case as it came up. The present agreements are the first to provide for permanent, constantly functioning arbitration machinery. Page 18.

*A plan providing for a certain fixed amount of employment has been adopted by employers in the lumber industry in the State of Wisconsin.* This is said to be the first practical attempt of this character to be made by an entire industrial group. By the terms of the agreement the production of each plant for the period July 1, 1931, to July 1, 1932, will be fixed at 28 per cent of the annual average for the years 1927 to 1929, and provision will also be made for increasing production evenly throughout the industry if the demand warrants it. Page 82.

*The number of unemployed in Pennsylvania in June, 1931, was 918,768, or 24.7 per cent of its total working population, according to an estimate by the bureau of statistics of the department of labor and industry of that State. The ratio of applicants for work to jobs open in June, 1931, as shown by the statistics of the State public employment offices, was 409 applicants to 100 job openings. In the same month of the preceding year there were 320 applicants per 100 available jobs. Page 80.*

*Studies of transient families in Arizona and Florida, made by the National Association of Travelers Aid Societies upon the request of the President's Organization on Unemployment Relief, show that since the beginning of the present business depression there has been a decided increase in transient persons in need of relief and that the machinery for dealing with the relief of this particular class of unemployed persons is inadequate. Page 99.*

*Discharge of union members without previous notice, except for just and sufficient cause, is prohibited in a number of collective agreements. The majority of the agreements providing for previous notice of discharge also provide that the employee shall give a similar notice to his employer before quitting his job. Examples of provisions regarding conditions under which union members may be discharged, as they appear in collective agreements received by the Bureau of Labor Statistics, are given on page 94.*

*The Federal Labor Code of Mexico, which became effective in August, 1931, supersedes all previous labor legislation, both Federal and State. An English translation of the sections of the code dealing with workmen's compensation is given in full in this issue, beginning on page 114.*

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# LABOR REVIEW

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## Productivity of Labor in Street and Road Building and in Ditch Digging

**T**HE present article presents data showing the various operations in road and street building, and shows, in cases where information could be obtained, the man-hour performance on the various jobs and processes.

It will be noted that the machines used do many times the amount that could be done by hand labor in the same length of time. Thus, the compressor machine used in street rebuilding to make the first break in the old pavement can do in less than 15 minutes what it would take a man using a hand pick and sledge hammer two hours to do. The same machine can clean the surface of nearly six times as much pavement as could be done by hand labor in the same time. The ditch-digging machine (operated by one man with a helper) can do as much in one hour as 44 men using hand shovels. In other cases, while remarkable performance records have been attained with the use of machines, no data are available to show the time that would be required to do the same work with hand labor.

### Rebuilding of Streets

**BELOW** are shown the output and performance of the crews used in the various processes on a job of street rebuilding in Washington, D. C.

Under modern labor-saving methods the work of paving streets is considerably subdivided. The main operations, in the sequence in which they are performed, are the breaking up and removal of the old pavement, the removal of old curb and setting of the new, the grading of the roadbed, the pouring of the concrete base, the laying of the gutter, and finally the application of the binder and finish coats.

The rebuilding work includes also the repair of such sidewalk along the curb and street intersections as it is necessary to break.

Below is given a detailed description of the various processes in the order in which the work is actually performed. Data as to man-hour output are also given in cases where such were available.

### Operations Performed by Crews Employed in Paving Work

*Compressor-machine crew.*—The compressor is mounted upon a motor vehicle, thus enabling it to be moved from job to job under its

own power, and is operated by gasoline. It is equipped with air-compressor drills, cutter, spade, sprayer, and blower, each operated by air pressure of 80 pounds per square inch. Its crew consists of an operator and one or two laborers.

Where an old pavement is to be removed, the air-compressor gun or drill is used to punch holes through the paved surface of the street to the dirt below and to break a hole 6 or 7 feet square so the power shovel can begin work. If the operator works alone, a hole of the required size can be broken in the surface of the old paving in less than 35 minutes. It is estimated that it would take a man using hand pick and sledge hammer at least three hours to break a hole of the same size through the 8 or 9 inch surface of a street. Another use of the machine is that of breaking the paving at street intersections. A line of holes is drilled through the pavement across the street. This is done to prevent the power shovel, while tearing up the old surface, from breaking the pavement at the intersection beyond the line of the holes. The machine is also used to break the sidewalk at and near the curb, and to cut a straight line across and through the top or finish coat and binder coat where the new surface is to be joined with the old. The blower attachments are used to clean the surface of the concrete base of the street before the application of the binder coat. The compressor is, in fact, a general-utility and real labor-saving machine.

It required only 10 minutes for the operator of the machine to cut through  $1\frac{1}{2}$  inches of the finish coat and  $1\frac{1}{4}$  inches of the binder coat 34 feet across a street, for a joint between old and new surface, and to make a break about 15 inches wide. It is estimated that an average man, working with hand tools, could not have done this work in less than half a day, or four hours. Using the blower attachments, the operator and two laborers in  $2\frac{1}{4}$  hours cleaned 1,180 square yards of cement surface prior to the application of the binder coat—an operation which would have taken two men with hand tools an entire day of eight hours to perform, or nearly three times as many man-hours. In addition to the saving of time, the results obtained by the use of the machine are also better and more satisfactory than those obtained by the hand method.

*Power-shovel crew.*—The shovel used on the jobs studied had a bucket or shovel of 1 cubic yard capacity, a 12-ton thrust, a boom of 21 feet, and consumed about 35 gallons of gasoline in a day of 8 hours. Its original cost was \$11,250 and its estimated depreciation is 25 per cent per year. The crew was made up of one operator and two laborers. The number of trucks used in hauling the salvage (asphalt and stone or concrete) and dirt ranged from six to nine, depending on the distance to which the salvage was hauled.

The operator of the shovel had had 14 years' experience in the work and had perfect control of the machine. This was important, as the efficiency of a power shovel is identical with the efficiency of the operator. Working under favorable conditions, this operator loaded



onto the trucks 4 buckets, or an average of about  $3\frac{1}{2}$  cubic yards, per minute. Because of his efficiency in grading, there was little or no dirt left for the fine grading crew to remove.

The laborers of the power-shovel crew work along with the shovel, usually one on each side of the street. They shovel the loose material from along the curb toward the middle of the street and break with sledge hammers the large slabs of asphalt and cement as they are turned up by the shovel, so that the pieces can then be picked up by the shovel and loaded onto trucks.

The salvage of asphalt and stone or concrete base is used in improving dirt streets and the dirt goes to dumps and fills.

The number of truck loads of salvage broken and loaded by the shovel on the five 8-hour days on which the shovel was working at capacity was 54, 56, 57, 59, and 54. On three of the five days no dirt was loaded, on one day 4 truck loads of dirt were removed, and on another day 2 truck loads. At the rate of  $3\frac{1}{2}$  cubic yards of salvage per truck, the number of yards removed per day was 189, 199, 206, and 189; this was an average of almost 196 cubic yards per 8-hour day and of 24.5 per hour. The number of cubic yards per man-hour was a little less than 8.2. The man-hour output of this shovel may appear very low, especially if compared with the record of a shovel excavating and loading dirt only, but it should be borne in mind that it takes as much or more time to break up the salvage as to load it onto the trucks.

The man-hours that would be required to break and load by hand 196 cubic yards (i. e., the output of the power-shovel in a day of 8 hours) can not be estimated with any degree of certainty, because very little of this work has been done by hand. Judging from the time taken by a laborer, using a hand pick, to break the concrete between the gutter and a manhole, that could not be reached by the shovel, the cost of hand labor would be prohibitive.

*Curb crew.*—This crew consists of a foreman, two curb setters, a stonecutter, a peg setter, and about 15 laborers. The work of this crew is done entirely by hand. The crew takes up the old curb, digs a trench 15 inches deep and 18 inches wide, and sets the new curb in the trench according to grade.

Curbstones vary in thickness and depth. Those for one street are 8 by 8, of another 8 by 12, and of still another 6 by 20 inches. The curb used at street intersections may be of greater depth than that elsewhere on the street. Stones 8 by 8 and 8 by 12 inches are set on a cement base, while those 6 by 20 inches are set on spalls and cemented at the joints.

The concrete used for the curb is mixed at the plant of the contractor, delivered to the job by trucks, and dumped onto a steel pan about 8 feet square. Although the concrete is moist, it is not soft and does not give under the weight of the curbstones while they are being set. If the concrete were very wet the heavy curbstones would sink into it and the alignment of the various pieces would be very difficult.

In making the base for 8 by 8 and 8 by 12 inch curbstones, the laborers take the concrete from the steel pan and spread it to a thickness of 6 inches in the bottom of the trench and then tamp it, using a steel tamper 10 by 10 inches in size and, including the handle, weighing about 20 pounds.

The peg setter then places the pegs showing the grade for the curb and runs a cord from peg to peg marking the top of the grade and also the outer line of the curb. The curb setters and helpers place the curbstones on the concrete base with crowbars and bring each stone to the correct grade and line.

The concrete base is cut through to the dirt, on the street side, in line with the curb, so that the brick gutter may be laid at the proper depth below the top of the curb.

The number of linear feet of curb that can be set varies from day to day and hour to hour, due to the differences in the dimensions of the stones, the weather, and other conditions.

*Fine grading crew.*—This crew, consisting of a foreman, a road scraper and roller operator, and about 15 laborers, levels the bed of the street to the proper grade. With the exception of the work done by the road scraper and a 10-ton roller, all the operations of this crew are done by hand.

The scraper has a blade (set at an angle), one end of which is nearer to the front wheels of the machine than to the rear wheels, so that the dirt as it is cut from the street bed rolls along the blade and off in a ridge or row, thus making it easy to be shoveled and moved to fill low places in the bed. Not only does this machine smooth the street bed and make a more even grade than could be made by hand with pick and shovel, but it saves much labor. It is operated by one man and can cut and grade a space about 6 feet wide and 1,000 feet long in 15 minutes or less. It can not be used to advantage around man-holes, short turns, or corners, or near the curb; such work must be done by hand.

The next work after the scraping operation is that of setting iron pegs in the street bed and running cord from peg to peg to mark the top of the finished pavement. If the street surface is to be 10½ inches thick (8 inches of concrete and 2½ inches of binder and top or finish coats), the bed is so graded that it will be 10½ inches below the cord, the high places being leveled and the low places filled in by laborers using hand shovels. As soon as the grade is made, the 10-ton roller is run over the bed, packing the dirt firmly and making it ready for the pouring of the concrete. The grading and curb-setting crews (about 30 men) in one day of 8 hours graded 1,900 square yards; the grading crew alone (15 men) in the same length of time graded 840 square yards.

The foreman of the grading crew orders the bricks for the gutter. After they are delivered, the laborers of the crew stack them on the curb so that they will be ready for the gutter crew.

*Concrete-mixing crew.*—This crew consists of a foreman, with from 25 to 27 men and 7 or 8 trucks.

Cement is trucked to the job and unloaded to the roadbed a short distance in front of the mixer, and as needed is wheeled directly to the batch pan of the mixer and unloaded near the front and to the side of the pan. One man delivers the cement to the pan. Sand and gravel in the proper proportions are delivered by trucks and dumped directly into the batch pan. Each truck has three or four compartments, each with enough sand (1,245 pounds) and gravel (2,123 pounds) for 1 cubic yard of mixed concrete. One compartment is emptied at a time, the dumper tripping a sheet-iron lever



which loosens one of the gates in the truck and permits the contents of the compartment to run from the truck into the pan of the mixer. In tripping the gates of the truck, an iron rod, forked at the end, is used. Two men open and dump into the pan along with the sand and gravel four bags of cement for each batch, thus completing the ingredients required for the batch of concrete. The mixer operator, by moving a certain part of the machine, then lifts the pan and dumps the batch into the revolving drum or mixing box. Water for the batch is obtained by hose from the fire hydrant, the amount necessary being measured by the mixer operator by means of machinery. The batch is mixed for the proper length of time (usually  $1\frac{1}{4}$  minutes), dumped from the mixer to the bucket, and run out on boom of the machine, whence it is dumped and spread into a form set for it. As the pan is being filled for a batch of concrete, another batch may be in the mixer and still another spread in the form. The form is made of 4-inch timbers, 8 or 9 inches wide, placed 10 feet apart and extending from a point 14 inches from the curb on one side of the street to the same distance from the curb on the other side. As one form is being filled another is set for filling. This work is done by three men. The concrete, after being dumped and spread by the bucket of the mixer, is smoothed by five or six shovelers and then tamped by two men. The tamp used for this is of iron, about 14 feet long and 8 inches wide, weighs about 200 pounds, and has a handle at each end. During the tamping process one of the tampers stands on boards which have been laid across the street from curb to curb, on the newly poured concrete, and the other tamber stands on the street bed. They lift and drop the tamp onto the concrete to bring the surface to the proper level.

A form 14 inches wide, 4 inches deep, and about 10 feet long, is set along each curb to make a channel for the gutter. Concrete to the depth of about 7 inches forms the base of the channel for the gutter. The space above the concrete is about 2 inches deep and is for the brick gutter.

The tampers are followed by a man using a shovel to smooth the surface so that the binder coat will adhere. The surface finally is swept with a stiff, long-handled brush.

On hot days, after the concrete is poured, it is sprinkled to prevent its setting too soon. Five days after pouring, concrete made of straight or standard cement is tested and is required to stand a pressure of 300 pounds or more per square inch. Concrete made with "Incor," or high-early-strength cement, may be tested 48 hours after pouring; it is used at street intersections and on jobs where streets can not be closed for more than three or four days.

The amount of concrete that can be poured in one day of eight, nine, or more hours varies to some extent with the width of a street. A narrow street requires more frequent moving of the mixer than a wide street.

The following table shows for each of five days on job A and for one day on job B the number of hours that the concrete-mixing machine was in operation, the number of men in the mixing crew, the number of man-hours for the crew, the number of cubic yards of concrete poured, and the average number of cubic yards per man-hour exclusive of the hours of the drivers of the trucks.

The average number of cubic yards poured per man-hour on the fifth day on job A was only 0.79. The job was completed on that day and the mixer was in operation only  $1\frac{1}{2}$  hours. The averages for the other four days are representative. The average by days ranges from 0.97 cubic yards per man-hour on the third day to 1.07 on the second day.

TABLE 1.—HOURS OF OPERATION AND OUTPUT OF CONCRETE-MIXING CREW ON EACH DAY

Job and days	Hours mixer was in operation	Mixing crew		Cubic yards poured	
		Number of men	Man-hours worked	Total	Average per man-hour (exclusive of hours of truck drivers)
Job A:					
First day.....	8	27	216	220	1.02
Second day.....	8	27	216	232	1.07
Third day.....	<sup>1</sup> 7	27	189	184	.97
Fourth day.....	<sup>2</sup> 5	25	125	132	1.06
Fifth day.....	<sup>3</sup> $1\frac{1}{2}$	27	40 $\frac{1}{2}$	32	.79
Job B:					
One day.....	<sup>4</sup> 11	27	297	309	1.04

<sup>1</sup> Changed to other work after working 7 hours, as grade at street intersection was not ready.

<sup>2</sup> Stopped by rain.

<sup>3</sup> Job A completed on this day. Machine moved to job B.

<sup>4</sup> Two crews; 1 worked 8 hours and the other 3 hours.

*Gutter crew.*—This crew, which includes a paver, grouter, and three laborers, lays the gutter on each side of the street in the channel made for it by a form when the mixing crew poured the concrete. The gutter extends 14 inches into the street from the curb, has a pitch of  $1\frac{1}{4}$  inches, the curb edge being that much lower than the street edge, and is made of one layer of vitrified bricks, 9 inches long, 4 inches thick, and  $3\frac{3}{4}$  inches wide, and sand and cement.

Dry-mixed concrete, made of 1 part of cement and 2 parts of sand, is spread  $1\frac{1}{2}$  inches thick in the channel for the gutter. The mixing and spreading of the sand and cement is done on the job by a laborer. Other laborers place the bricks along the street near the channel, within the reach of the paver. The paver smooths the dry cement in the channel to an even thickness and lays the brick on it. In laying the gutter, the paver places a whole brick crosswise of the channel, then breaks a brick into two equal parts and places one-half at the end of the whole brick, leaving a crevice of about one-half inch between the two and making the width of the gutter 14 inches. In the next row the positions of the half brick and whole brick are reversed so that the crevice between them is not in line with the crevice between those in the first row, thus making a broken joint. This process is continued until the laying of the brick for the gutter is completed. The grouter pours water on the layer of bricks. The water seeps through the crevices to the dry concrete beneath and binds the bricks and the concrete forming the bottom of the channel for the gutter. He then mixes water and cement, which he pours on the bricks to fill the crevices between them and to form a thin coating on top. He sweeps the cement on the bricks thoroughly to force it into the crevices, thus completing the gutter. The grouter places sand along the street edge of the gutter to keep the cement from running from the gutter, as the top of the layer is about  $1\frac{1}{2}$  inches above the surface of the concrete in the street.

A little less than  $4\frac{1}{2}$  bricks are required for 1 square foot of gutter and 40 for 1 square yard.

*Binder and top-finish crew.*—This crew consists of 1 dumper, 6 forkers or shovelers, 5 rakers, 2 tampers, 3 or 4 employees who do general work, and 2 roller operators. Forks are used in spreading the binder coat and shovels in spreading the finish coat. The number of trucks used in hauling the materials from the plant to the job is governed by the distance of the haul.

The 10-ton roller machine used by this crew has 2 rollers, 1 with a tread of  $53\frac{1}{2}$  inches and the other of 54 inches. The roller consumes approximately 20 gallons of gasoline in a day of 8 hours and 3 gallons of oil in a week.

This crew places the binder and finish coats, makes any necessary sidewalk repairs connected with the street work, and may also do fine grading work.

The binder coat is made of crushed stone and asphalt, thoroughly heated and mixed at the plant erected for that purpose. It is conveyed to the job by truck and dumped to the street in small quantities as directed by the dumper. It is then distributed over the surface by laborers with spading forks, spread to an even thickness of  $1\frac{1}{4}$  inches by the rakers, and made compact by the tampers and the 10-ton roller.

The finish coat is made of asphalt, sand, and limestone dust also thoroughly heated and mixed at the plant. It is hauled to the job by truck and dumped to 2 steel pans, 10 by 8 feet and 8 by 8 feet, respectively. It is then distributed over the surface of the binder coat by the shovelers and spread by the rakers to a thickness of 2 inches, tamped along the edge of the gutters and around the manholes, and then made compact and smooth by running the roller over it. The rolling process reduces the finish coat to a thickness of  $1\frac{1}{2}$  inches. The steel pans are used to prevent heating the binder coat too much and also to save time in spreading the material. After enough of the material has been shoveled from the pans to cover the adjacent surface of the street the pan is pulled forward by truck by attaching a wire rope from the pan to the truck.

The finish coat looks very fluffy and light when dumped to the pans and spread over the surface. This is due to the extremely high temperature to which it has been heated.

The table following gives performance figures for this crew.

TABLE 2.—HOURS OF OPERATION AND OUTPUT OF BINDER AND TOP-FINISH CREW

Operation	Period worked	Man-hours worked	Square yards covered	
			Total	Average per man-hour (exclusive of hours of truck drivers)
	<i>Hrs. Min.</i>			
Binder coat.....	6 0	120	3,360	28.0
	2 15	45	1,180	26.0
Finish coat.....	6 0	120	2,200	18.3
	3 35	72	1,040	14.5
	8 0	160	3,045	19.0
	3 30	70	1,130	18.9

The lowest performance figure shown in this table—14½ square yards covered—is not representative, as heavy rain had soaked the sand the previous evening, slowing up the work both at the mixing plant and on the job.

*Sidewalk repair.*—The compressor machine is used here to punch holes in the cement and break up the sidewalk along the curb and at street intersections. The breaking of the sidewalk is necessary if there is no parking (grass, shrubbery, etc.) between the sidewalk and the curb. The broken parts are shoveled by hand into trucks and hauled away. The place to be repaired is graded to a depth of 5 inches to allow for 4 inches of concrete base and 1 inch of top or finish (a mixture of sand and cement). The base is mixed at the plant and delivered to the job by truck. It comes to the job rather dry, so that it readily absorbs the moisture in the top or finish coat and hastens the setting and hardening of that coat. The concrete is spread with hand shovels and tamped thoroughly, and the finish coat, which is mixed on the job, is then applied. A crew of 21 men in a day of 8 hours loaded and replaced 182 square yards of broken sidewalk.

#### Building of Concrete Roads

EFFICIENCY or productivity in the construction of roads or public highways by companies equipped with modern road-building machinery is illustrated by the 1-day record of a company working as subcontractor on a job in Illinois in 1931.

In one day of 13½ hours a crew of 87 men, working a total of 1,180 man-hours, poured a concrete slab 3,078 feet in length, 18 feet wide, and 9 inches thick at the edges, tapering to 6 inches, 2 feet from each edge and continuing at 6 inches in thickness for the other 14 feet of the width of the slab or road. A total of 1,113.2 cubic yards of concrete was mixed and poured, or 2.7 per cent in excess of the theoretical amount for the dimensions given above. The average cubic yards per man-day of 13½ hours and per man-hour were 12.79 and 0.943, respectively. These figures did not include the time of the superintendent, timekeeper, or drivers of hired trucks.

On the day on which the above record was made, the time of operation was 1½ hours more than the nominal or ordinary working time of 12 hours per day. The 1,180 man-hours actually worked by the 87 men resulted in an average of 13.56 hours, thus indicating that one or more men worked more than 13½ hours on that day.

The hauling to the job from the railroad siding, a distance of 1½ miles, was done by trucks. As stated, the hours of the drivers of the trucks were not included in the figures quoted above.

The equipment used by the subcontractor was as follows: 2 concrete mixers working in tandem, 1 subgrade planer, 1 scratch template, 1 finishing machine, 1 longitudinal float, 2 straight edges, 1 finishing belt, 1 subgrader, 2 caterpillar tractors, 1 roller, 2 rotary scrapers, 2 leaning wheel graders, 1 form grader, 2 pumps, 1 bin, 2 cranes, 4,500 feet of burlap covering, and 9,000 feet of 8-inch base forms.

#### Performance Records of Power Shovels

THE performance records in number of cubic yards excavated and loaded onto trucks by two power shovels under a few of the many

[1272]

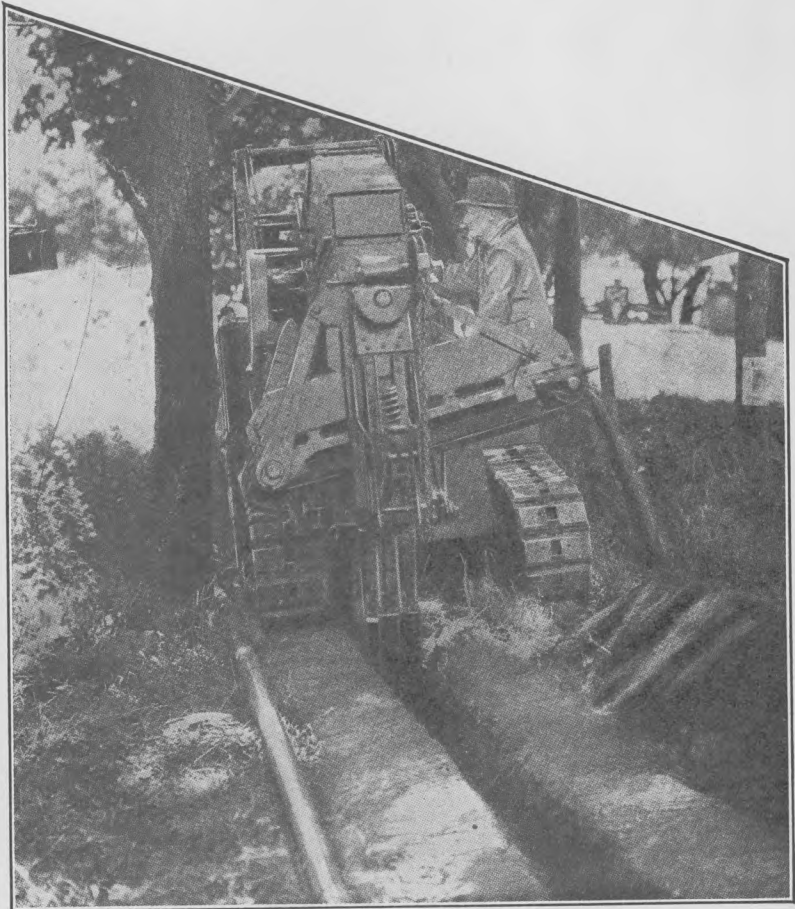


FIGURE 1.—DITCH-DIGGING MACHINE, AVERAGING 22 CUBIC YARDS OF SOIL PER MAN-HOUR, AND REPLACING 44 MEN





FIGURE 2.—CURB AND GUTTER DITCHER. ON JOB SHOWN, MACHINE REPLACED GANG OF 50 MEN

and various conditions found in excavating by shovels are given below.

*Shovel No. 1* has a lifting capacity of  $16\frac{1}{2}$  tons, weighs  $37\frac{1}{2}$  tons, is of the caterpillar tread or type, is operated by a gasoline engine, and travels at a speed of about 3 miles per hour. When in operation it is equipped with either a dipper or clamshell bucket, each with a capacity of  $1\frac{1}{4}$  cubic yards. The operator of this shovel has had many years' experience and, under favorable conditions, can load a truck with a capacity of 3 cubic yards in one minute.

On the job to which the present description relates, before beginning the work of loading the shovel operator had to make a roadway near the shovel large enough for two or more trucks, in order to obviate loss of time by the shovel in waiting for the trucks to get into position for loading. Also, more than twenty trees, ranging in diameter from 12 to 20 inches, had to be uprooted and moved from part of the street right-of-way. The shovel lifted four or five bucket loads of dirt from around the roots of each tree, and then, placing the bucket against the tree about 20 feet above its base, pushed it over. The tree was then lifted and torn entirely clear of the ground. The time required ranged from 10 to 15 minutes per tree, or at the rate of 4 to 6 trees per hour and 32 to 48 trees per day of 8 hours. (The construction engineer estimated that, without the use of the power shovel, it would take one man a day of 8 hours to uproot one of the trees.) Laborers with hand axes cut the large trees in two, so that they could be loaded onto trucks and hauled away, but the small trees were loaded intact.

Working under normal conditions, the power-shovel operator loaded 278 truck loads, averaging 3 cubic yards per load, or 834 cubic yards in a day of 9 hours. As the operator of this shovel did not have a helper, this is an average of 31 truck loads, or 93 cubic yards per man-hour. A contractor who, during the period 1915 to 1918, used two horses and a plow to loosen dirt for hand shovelers, stated that 6 men working at the usual speed of an average laborer loaded a wagon of  $1\frac{1}{2}$  cubic yards' capacity in 10 minutes, or  $1\frac{1}{2}$  cubic yards per man-hour. At this rate it would take 62 men with hand shovels, working 1 hour, to equal one hour's output of the power shovel (93 cubic yards), not including the time that would probably be lost in getting the wagons into position for loading.

The cost per hour for excavating and loading 93 cubic yards with power shovel was \$1.50 for the shovel operator, plus \$1.25 for estimated depreciation of the shovel, plus 67 cents for gasoline—or a total of \$3.42. The estimated cost per hour of plowing and loading 93 cubic yards was \$1.45 for team and driver, plus \$27.90 for 62 men each at 45 cents—or a total of \$29.35, or a little more than  $8\frac{1}{2}$  times the power-shovel cost.

*Shovel No. 2* has a bucket of only seven-eighths cubic yard capacity, and has a crew of three men. One of the crew operated the shovel, another fired the boiler with coal to make steam, and the third worked as a pitman assisting the operator in the loading. This crew, in four and one-half 8-hour days, or 108 man-hours, loaded 1,800 cubic yards of dirt. The average number of cubic yards per man-hour for this shovel was only 17, as compared with 93 for shovel No. 1; the difference was due mainly to the difference in the number of persons

used in the operation of the shovels and the capacity of the buckets. There was also a difference in the density of the dirt, that excavated and loaded by shovel No. 2 being much more compact than that loaded by shovel No. 1. No. 1, with a bucket of  $1\frac{1}{4}$  cubic yards capacity, was operated by 1 man, while No. 2, with a bucket of seven-eighths cubic yard capacity, was operated by 3 men. No. 2 was an old type but had been recently rebuilt and was in good condition. No. 1 was comparatively new and of the latest and most efficient type.

#### Machine Ditching Records

THE ditcher machine has to a very great extent replaced hand labor in digging ditches for pipe lines for the distribution of water and gas in cities and suburban districts and for the transportation of natural gas and crude oil from sources of supply to cities and industrial districts for fuel, light, etc. The machine is also used in street and road work and in ditching for foundations of buildings. It does the work as well as or better than can be done by hand and is subject to less delay and loss of time than occurs when work of this kind is being done by a large gang of men, especially when the supply of labor is less than the demand, or in extremely cold weather when the ground is frozen and it is almost impossible to do the work by hand.

The record given below illustrates the efficiency of the machine, as compared with hand work.

Figure 1 (facing p. 8) shows a machine that can be adjusted to cut ditches ranging in width from 12 to 24 inches and in depth from a few inches to 8 feet and 3 inches. The machine is operated by one man. A laborer who works ahead of the machine clears the route for the ditch. In 50 minutes the machine dug a trench 210 feet in length, 4 feet deep, and 20 inches wide. This was at the average rate of approximately 62 cubic yards per hour for the two men, or 31 cubic yards per man-hour. This rate is a little better than the general average, as no rock or gravel was found in cutting the ditch, nor was the machine handicapped by embankments or other unusual conditions. The machine, working on the same contract, in one and one-half 8-hour days cut a trench 20 inches wide, 4 feet deep, and 2,160 feet long. This was at the average rate of 180 linear feet per hour for 2 men, or 90 linear feet and 22 cubic yards per man-hour. The contractor said that in digging a ditch in the same soil and under like conditions, 75 men would be required to dig by hand a trench 1,200 feet long, 4 feet deep, and 20 inches wide, in a day of 8 hours. This would be at the average rate of 150 linear feet per hour for the 75 men, or 2 linear feet and a little less than half a cubic yard ( $\frac{49}{81}$ ) per man-hour. At this rate 44 men would be required to dig as much (22 cubic yards) per man-hour as was done by the ditching machine.



## Technological Changes in the Cigar Industry and Their Effects on Labor

A STUDY of technological changes in the cigar industry has recently been completed by the Bureau of Labor Statistics, the results of which are presented herein. Special reference is made to the machine now being used in the making of long-filler cigars. With this machine one employee now produces about the same number of cigars that it formerly required two employees to produce under the hand method.

The number of small cigar factories in operation is showing a decided decrease from year to year, while the number of factories with large output is on the increase.

There has also been a change in factory locations from the larger cities to the smaller communities since the introduction of machinery.

The production of the 5-cent cigar has shown a remarkable growth from year to year and now constitutes the bulk of the total cigar production. While the total production of cigars has shown an almost continuous decrease from year to year, the total production of cigarettes has shown a material increase from year to year.

### Types of Machines

THE first real aid to handwork in the cigar industry came with the introduction of the wooden mold, which is a wooden block usually containing 15 cigar-shaped grooves for the reception of the bunches.

Next came the suction table, which made easier the work of rolling, and consisted of a metal sheet with a perforated plate in the center. When the wrapper leaf was placed on the plate it was held on the perforations by suction created by an exhaust system. The operator then raised the metal plate by means of a foot pedal, after which a roller passed over the leaf and cut it in the proper shape on the sharp edges of the plate.

The stripping machine was later used for the removal of the stem from the tobacco leaf; it is still in use.

Various types of bunch-making machines were also introduced, many of which are still in use.

While all of these devices did much to increase production, some of them were merely conveniences or aids to handwork, and there was little actual displacement of labor by reason of their use.

However, in the year 1917 there was patented and placed in operation the first successful machine for the making of a completely headed, long-filler cigar in one continuous series of operations. Such was its success that the number of these machines in operation showed a material increase from year to year, and it is estimated that approximately 50 per cent of the United States output of long-filler cigars is now manufactured on these machines.

### Long-Filler Cigar Machine

This machine (see fig. 1) carries out all the necessary operations for the complete manufacture of a long-filler cigar, from the feeding of the filler leaf into the machine by the first operator to the inspection of the cigar by the last operator.

The first operator, known as the "filler feeder," places the filler on an endless feed belt, between a guide and a shear bar which is adjustable for the length of cigar desired. There is an even distribution of the tobacco, and with the ends of the filler against the guide bar, the operator cuts off the other ends with the filler knife. As the tobacco feeds forward it passes under a row of star wheels and a set of guides adjusted to the correct height for the size of the cigar. It then passes under a second row of star wheels which travel at a slower rate of speed than the first row, giving sufficient time for the tobacco to be slightly compressed before being fed against the mechanical measuring fingers. As soon as the proper amount of tobacco has been pressed against these measuring fingers, a trip block stops the entire feed mechanism at this point. When the measured amount of tobacco is removed, the feed belt and star wheels again begin to operate, bringing forward each succeeding portion.

The measured tobacco is drawn by a set of reaper fingers to a pair of corrugated cutters which trim the ends to shapes determined by the amount of tobacco required at the head and "tuck" ends of the finished cigar. The tobacco that is trimmed off is carried by a return belt to the filler feed box. The tobacco, now formed to the shape of a cigar, is pushed forward to the rolling table where the binder, placed in position by the binder carrier, awaits it.

The second operator, known as the "binder layer," places the binder leaf on the binder die, where it is held down by suction and cut to the correct form for the type of cigar to be made. The suction is then transferred to the carrier, which picks up the leaf and deposits it on the rolling apron. The head end of the binder receives a supply of paste from a paster roller before being rolled around the cigar-shaped filler to form the bunch.

The bunch is softened by being rolled between a knurled drum and a concave, after which it is placed by thimbles at the head and tuck ends for the succeeding operations. A set of transfer fingers then carry it to a crimping mechanism for compression of the head and tuck to the shape required. Any projecting tobacco at the ends of the crimper jaws is trimmed off while the bunch is held firmly inside the jaws. From the crimper the bunch is carried over by another set of mechanical fingers to the wrapping mechanism.

The third operator, known as the "wrapper layer," places the wrapper on the wrapper die, where it is held down by suction and cut to the desired form in the same manner as the binder. It is then carried by the wrapper carrier to the wrapping device, where the bunch is revolving between fluted rollers. The head end of the wrapper receives a supply of paste, after which the wrapper, drawn off the carrier by the revolving bunch, is rolled in a spiral around it, starting from the tuck end.

After being wrapped, the cigar is carried by mechanical fingers to a reroller drum and concave where it is softened, smoothed at the head end by a knurler, cut to length at the tuck end, and deposited on the inspection table.

The last operator on this machine, known as the "inspector," examines all cigars before placing them in trays. Her duties often also include the patching of imperfect cigars.

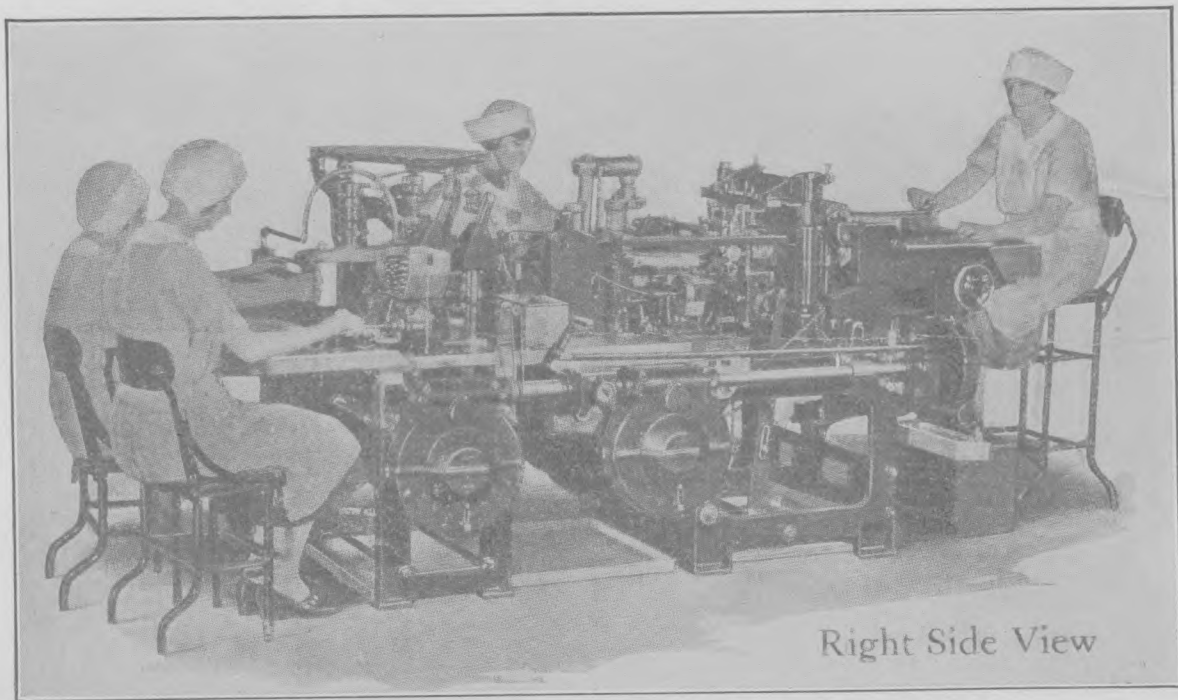


FIGURE 1.—MACHINE USED IN THE PRODUCTION OF LONG-FILLER CIGARS

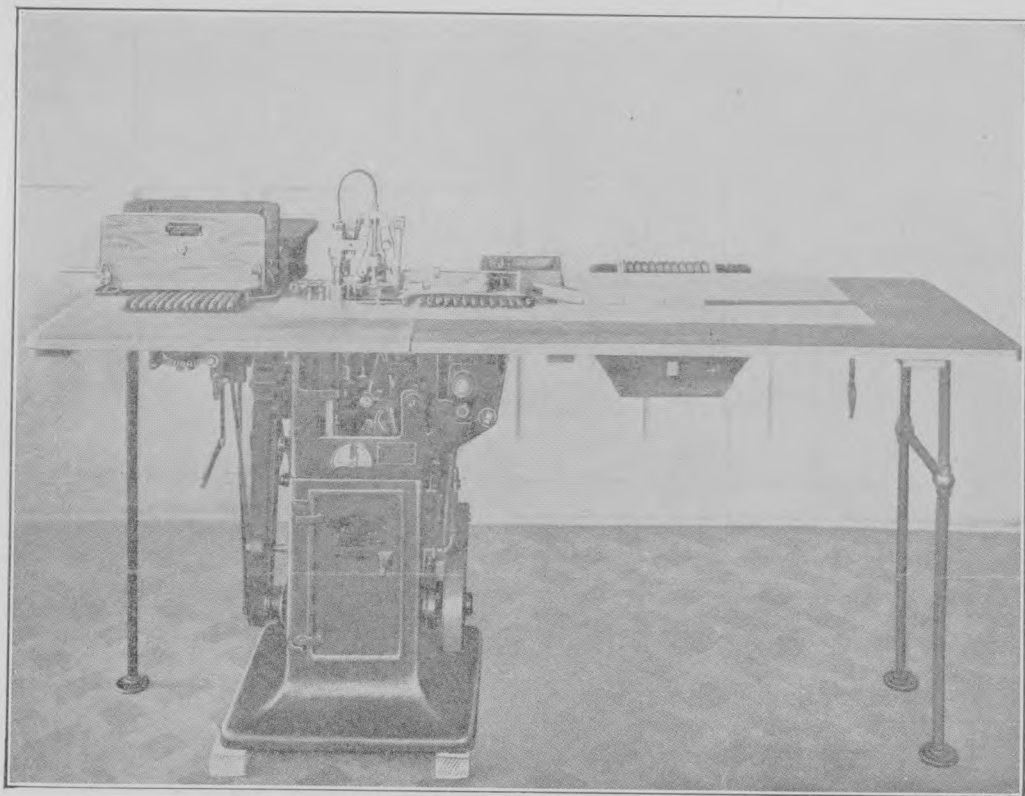


FIGURE 2.—MACHINE USED FOR THE BANDING OF CIGARS

These machines are adjusted for the making of only one size or shape of cigar. With any change in the size or shape of the cigar to be manufactured it is necessary to change the dies. It is also necessary to have at least two machines, one right-hand and one left-hand, to apply the right or left hand portion of the binder and wrapper.

These machines are not sold but are leased on a royalty basis.

*Output with long-filler cigar machine.*—Table 1 shows estimates of output and of labor displacement by the long-filler cigar machine since 1917, when this machine first came into use. As the table shows, an enormous increase in cigars manufactured by this process has taken place. In 1931, when nearly 3,000,000,000 cigars were manufactured on this machine, the services of 17,474 employees were required. This, however, was less than half the number (38,830) that would have been necessary had the same number of cigars been made by hand.

TABLE 1.—ESTIMATED MACHINE PRODUCTION OF LONG-FILLER CIGARS, NUMBER OF MACHINE EMPLOYEES REQUIRED, AND NUMBER OF EMPLOYEES DISPLACED

Year	Estimated machine production (cigars)	Estimated number of machine employees required	Estimated number of hand workers required for same production	Estimated number of employees displaced
1917.....	1,500,000	9	20	11
1918.....	9,000,000	54	120	66
1919.....	181,500,000	1,089	2,420	1,331
1920.....	371,250,000	2,228	4,950	2,732
1921.....	401,250,000	2,408	5,350	2,942
1922.....	477,750,000	2,867	6,370	3,503
1923.....	632,250,000	3,794	8,430	4,636
1924.....	718,500,000	4,311	9,850	5,539
1925.....	956,800,000	5,742	12,757	7,015
1926.....	1,446,750,000	8,681	19,290	10,609
1927.....	1,824,750,000	10,949	24,330	13,381
1928.....	2,040,000,000	12,240	27,200	14,960
1929.....	2,290,500,000	13,743	30,540	16,797
1930.....	2,768,250,000	16,610	36,910	20,300
1931.....	2,912,250,000	17,474	38,830	21,356

The machine-production figures shown in the above table are based on an estimated average of what these machines have actually produced rather than on their potential capacity. In arriving at these figures the following factors were taken into consideration: (1) The fact that the cigar business is a seasonal one and many of the machines are not in operation the entire year; (2) the fact that the production on these machines is dependent to a large extent on the experience of the operators; and (3) loss of time due to breakdowns and the repairing of the machines.

With 4 experienced operators working an average full-time week of 48 hours, one machine will produce approximately 20,000 cigars per week, or, with an average of 50 full weeks per year, approximately 1,000,000 cigars per year.

The estimate of the average number of handworkers formerly required for the machine production is based on the estimated average

production of cigars per cigarmaker per year. It was necessary in arriving at this figure to take into consideration the following variable conditions found under the handwork method: (1) The production per employee under the teamwork system (with one bunch maker and two rollers to a team), where the cigar work is divided, is much greater than under the straight handwork system where the cigar is made entirely by one person; and (2) production varies in the different factories according to the size and shape of the cigar manufactured, the quality of work demanded by the individual manufacturer, the condition in which the tobacco came to the worker, the individual differences in the productive ability of the workers, and the variations in the length of time operated by different factories due to seasonal or other conditions.

*Employees required by machine.*—The number of employees made necessary by reason of the introduction of the improved long-filler cigar machine varies somewhat from factory to factory. On the machine itself there must be 4 employees—1 filler feeder, 1 binder layer, 1 wrapper layer, and 1 inspector. Considerable variation was found in the number of other employees. Thus, the number of mechanics used in the repair and making of new parts averaged, in one factory, 1 mechanic to each 6 machines used; others had 1 mechanic to each 8, 10, or 12 machines. The average for all the factories was approximately 1 mechanic to each 8 or 10 machines. The number of oilers was dependent to a great extent on the amount of care and oiling of the machines that the management felt was necessary. In small factories the mechanic often did the oiling also. The average was found to be approximately 1 oiler to each 25 machines. The additional supervision made necessary by reason of this machine was dependent on production and the system of the particular factory, but averaged about 1 supervisor for each 5 machines.

The use of the machine necessitates somewhat more inspection of the product than was necessary under the hand process. While it is difficult to determine accurately the proportion of the inspection force made necessary by the use of the machine, there is approximately 1 additional examiner to each 10 machines.

On the basis of the above figures it was found that each of these machines requires approximately  $4\frac{1}{2}$  employees.

#### Cigar Banding and Cellophane Wrapping Machines

Some cigars are banded only, while others are first banded and then wrapped in cellophane. However, the most usual method now employed is to first cellophane the cigar and then band it.

While some factories still operate the cellophane wrapping and banding machines as two units, it was found that most of the larger machine factories are now operating these machines as one unit. The two machines are placed side by side, and by means of a transfer arm the cigars are transferred from the wrapping machine to the banding machine, making a continuous operation.

The wrapping machine (see fig. 2) is now quite generally used by all cigar manufacturers. There are now three or four different types of machines on the market, their general operation being as follows: The cigars are placed in the feed in quantities as boxed and in the



same order in which they are taken from the trays. They travel through the machine row by row, so that after they come from the machine completely wrapped, they are placed in boxes in their original order and position. A slide in the feed moves the bottom row of cigars toward the wrapping device, where sets of mechanical fingers carry them to a swinging arm which transfers each in turn to a rotating turret.

The cellophane is fed from a roll, in set amounts, to a place in front of the turret jaws into which the cigar is to be pressed, and there cut to the proper length. The cellophane is pushed into the turret jaws by the cigar and there the cigar is wrapped on three sides. A slide folds up the bottom portion and the turret jaw passes to the next station. During this movement the top portion is folded down by rubbing past a stationary plate.

The ends are folded by four jaws set in pairs; the outside pair opens and closes horizontally, while the inside pair opens and closes vertically. While all four jaws are open, they are moved towards the cigar, close lightly and then draw back, allowing each jaw to drag with a slight tension. The vertical jaws form a crease in the cellophane end, while the horizontal jaws fold over on this crease. The backward movement of the jaws stops a short distance from the end of the wrapper, where a combination former and sealer starts in motion and performs the final creasing and sealing.

The sealing is performed by making a double bend in the tapered end of the wrapper. The wrapper is released from the jaws as the sealing mechanism engages.

After the cigar is wrapped in cellophane, the turret moves to the discharge position where a spring-operated bar ejects the cigar from the open turret jaws. A transfer arm then deposits the cigar on a table in the correct position for packing. While passing through the machine each cigar makes one complete turn.

The improved cigar-banding machine with an automatic feed will band and pack approximately 28,000 cigars per day of 8 hours. The services of only one operator are required where there is an automatic feed. The duties of the operator of this machine are to keep the machine supplied with bands and to repack the cigars in the wooden boxes and fasten the boxes after the cigars have been banded.

Considering the combined cellophane wrapping and banding machines, one operator can handle approximately 25,000 cigars per day. Where it is necessary to place the cigars in cardboard packages, it is necessary to have approximately one additional operator to each two machines, due to the comparative slowness of this operation.

*Labor displacement.*—It is difficult to measure the displacement of labor by these machines, because the cellophaning of cigars is a comparatively new operation and was not done under the hand method, and because the placing of the cigars in the wooden boxes by the operator of this machine is really a division of labor from the hand packing. However, generally speaking, it may be said that one operator on this combined machine will in a stated length of time now wrap, band, and pack three times the number of cigars formerly banded by the hand operator.

## Changes in Cigar Industry as a Result of Machinery

THE introduction of machinery in the cigar industry has in general had the following effects on the industry:

1. It has resulted in the elimination of many small hand plants and has concentrated production in a comparatively smaller number of large plants using machinery.

2. The mass production under the machine method has made possible the production of more and better cigars retailing at not over 5 cents.

3. Because of the space required for the machines, it has resulted in some change of factory locations from the larger cities to the smaller communities.

Table 2, compiled from the latest available internal revenue figures, shows a decrease in the small cigar factories (i. e., those with output of less than 500,000 cigars per year) from 13,149 in 1921 to 6,976 in 1930. It further shows that, while the total number of factories has decreased since 1921, those manufacturing more than 40,000,000 cigars per year each increased from 11 in 1921 to 35 in 1930. Of a total of 14,578 factories in operation in 1921, 11 produced 15.7 per cent of the total output; in 1930, 35 of the 7,552 factories in operation made 49.8 per cent of all cigars produced. Stated in another way, 0.46 per cent of the factories in operation during 1930 produced 49.8 per cent of all the cigars manufactured.

TABLE 2.—NUMBER OF FACTORIES AND PROPORTION OF TOTAL CIGAR OUTPUT MANUFACTURED BY FACTORIES OF CLASSIFIED ANNUAL OUTPUT

Annual output (cigars)	Number of factories with classified output, in operation during—						Per cent of total cigar production manufactured by factories with each classified output					
	1921	1926	1927	1928	1929	1930	1921	1926	1927	1928	1929	1930
Under 500,000.....	13,149	9,281	8,470	7,997	7,694	6,976	13.7	8.0	7.0	6.7	5.5	5.2
500,000 to 1,000,000.....	510	281	243	222	188	148	5.3	3.0	2.6	2.4	2.0	1.8
1,000,000 to 2,000,000.....	324	196	167	139	127	116	6.8	4.3	3.7	3.1	2.8	2.8
2,000,000 to 3,000,000.....	147	89	88	81	70	61	5.3	3.4	3.4	3.2	2.7	2.5
3,000,000 to 4,000,000.....	76	61	44	52	49	42	3.9	3.3	2.4	2.8	2.6	2.5
4,000,000 to 5,000,000.....	73	53	43	39	30	25	4.9	3.6	2.9	2.8	2.1	1.9
5,000,000 to 10,000,000.....	178	147	123	87	91	72	18.4	15.6	13.3	9.4	10.0	8.4
10,000,000 to 20,000,000.....	85	74	69	69	63	49	16.0	15.5	15.0	14.7	13.4	11.4
20,000,000 to 40,000,000.....	25	42	37	39	29	28	10.0	18.4	16.6	18.1	12.3	13.7
Over 40,000,000.....	11	23	28	28	37	35	15.7	25.0	33.2	36.9	46.7	49.8
Total.....	14,578	10,247	9,312	8,753	8,378	7,552	100.0	100.0	100.0	100.0	100.0	100.0
Factories in operation at end of year.....	12,105	8,427	8,110	7,502	6,780	6,195	-----	-----	-----	-----	-----	-----

For taxation purposes the Bureau of Internal Revenue divides cigars into five classes, according to the price at which they are expected to retail. The table following, based upon the sale of revenue stamps, shows the per cent that each of the three principal classes has formed of the total production in each fiscal year since 1920-21. It is seen that cigars of classes B and C have formed a decreasing proportion of the total each year, while class A cigars (those made to retail for 5 cents or less) have almost doubled in proportion.



TABLE 3.—PER CENT CIGARS OF SPECIFIED CLASSES<sup>1</sup> FORMED OF TOTAL CIGAR PRODUCTION IN EACH FISCAL YEAR, 1921 TO 1930

Class of cigar	Per cent cigars of specified class formed of total production in—					
	1920-21	1925-26	1926-27	1927-28	1928-29	1929-30
	Class A cigars (retail price, 5 cents or under)-----	30.2	43.8	48.3	51.3	54.7
Class B cigars (retail price, over 5 to 8 cents)-----	27.8	14.3	11.4	10.0	8.8	6.6
Class C cigars (retail price, over 8 to 15 cents)-----	39.2	39.0	36.0	36.0	34.0	30.3

<sup>1</sup> As determined by Bureau of Internal Revenue, for purposes of taxation.

The following figures, taken from internal revenue reports, show the production of cigars and of cigarettes by calendar years, 1913 to 1930, inclusive.

TABLE 4.—OUTPUT OF CIGARS AND CIGARETTES, BY YEARS, 1913 TO 1930

Year	Number of cigars manufactured		Number of cigarettes manufactured	
	Weighing more than 3 pounds per thousand	Weighing 3 pounds or less per thousand	Weighing more than 3 pounds per thousand	Weighing 3 pounds or less per thousand
1913-----	7,571,507,834	959,409,161	15,105,776	15,555,692,661
1914-----	7,174,191,944	1,074,699,103	13,894,359	16,855,626,104
1915-----	6,599,188,078	965,135,187	15,816,210	17,964,348,272
1916-----	7,042,127,401	890,482,790	22,192,700	25,290,293,911
1917-----	7,559,890,349	967,228,920	24,596,110	35,331,264,067
1918-----	7,053,549,402	847,466,421	23,413,857	46,656,903,224
1919-----	7,072,357,021	713,235,870	31,888,910	53,119,784,232
1920-----	8,096,758,663	633,222,232	28,038,552	47,430,105,055
1921-----	6,726,095,483	670,482,748	14,518,266	52,085,011,560
1922-----	6,722,354,177	632,906,635	17,450,456	55,763,022,618
1923-----	6,950,247,389	505,305,490	18,065,858	66,715,830,430
1924-----	6,597,676,535	530,714,332	16,054,285	72,708,989,025
1925-----	6,463,193,108	447,089,170	17,428,807	82,247,100,347
1926-----	6,498,641,233	412,314,795	13,239,765	92,096,973,926
1927-----	6,519,004,960	439,419,390	11,432,360	99,809,031,619
1928-----	6,373,181,751	415,535,410	10,403,004	108,705,505,650
1929-----	6,518,533,042	419,880,335	9,952,480	122,392,380,846
1930-----	5,893,890,418	383,069,980	7,366,925	123,802,186,217

TABLE 5.—PRODUCTION OF CIGARS WEIGHING MORE THAN 3 POUNDS PER 1,000, BY MONTHS AND CLASSES, FROM JANUARY, 1931, TO AUGUST, 1931

1931	Class A		Class B		Class C		Class D <sup>1</sup>		Class E <sup>2</sup>		Total
	Number of cigars	Per cent of total	Number of cigars	Per cent of total	Number of cigars	Per cent of total	Number of cigars	Per cent of total	Number of cigars	Per cent of total	
January--	252,620,780	69.6	14,584,000	4.0	90,697,140	25.0	4,534,738	1.2	502,660	0.1	362,939,318
February--	232,113,080	64.0	27,382,327	7.5	96,559,278	26.6	6,198,544	1.7	585,518	.2	362,838,747
March-----	291,397,080	66.2	32,148,003	7.3	109,260,970	24.8	6,876,610	1.6	789,747	.2	440,472,410
April-----	297,712,280	64.7	28,730,580	6.2	124,207,224	27.0	8,462,403	1.8	869,413	.2	459,981,900
May-----	314,514,100	67.3	13,716,427	2.9	128,653,790	27.5	9,513,814	2.0	901,530	.2	467,299,661
June-----	360,743,270	69.7	11,557,014	2.2	136,112,290	26.3	8,105,331	1.6	995,754	.2	513,659
July-----	351,843,340	73.5	7,223,013	1.5	111,970,598	23.4	6,877,418	1.4	986,480	.2	478,900,849
August-----	337,738,560	72.9	7,234,580	1.6	111,643,830	24.1	5,938,089	1.3	700,585	.2	463,255,644

<sup>1</sup> Class D cigars manufactured to retail at over 15 to 20 cents each.

<sup>2</sup> Class E cigars manufactured to retail at over 20 cents each.

## Arbitration in the Dress Industry in New York City

By N. I. STONE, FORMERLY IMPARTIAL CHAIRMAN, DRESS INDUSTRY

### Agreements in the Dress Industry

**I**NDUSTRIAL relations in the dress industry in New York City are governed by a 4-cornered set of agreements among the four factors comprising the industry—manufacturers, jobbers, contractors, and labor. By manufacturers are meant those who operate their own shops, known in the industry as “inside” shops; by jobbers are meant manufacturers who have their garments made in “outside” shops, i. e., in shops operated by contractors. However, even manufacturers who operate their own shops usually have some, and frequently the greater part, of their work done outside by contractors.

The agreements governing the relations in the industry are as follows: (1) Agreement between the Affiliated Dress Manufacturers, (Inc.) (organization of manufacturers) and the International Ladies' Garment Workers' Union; (2) agreement between the Association of Dress Manufacturers (Inc.) (organization of contractors) and the same union; (3) agreement between the Wholesale Dress Manufacturers' Association (Inc.) (organization of the jobbers) and the union; and (4) agreement between the Association of Dress Manufacturers (Inc.) (contractors) and the Wholesale Dress Manufacturers' Association (Inc.) (jobbers). The last mentioned agreement also governs the relations between the Affiliated Dress Manufacturers and the contractors.

For the sake of brevity and clearness, these four organizations, whose names have a confusing similarity to an outsider, will be referred to in this article as manufacturers, jobbers, contractors and the union.

The four agreements were signed at the New York City Hall on the 12th day of February, 1930, and witnessed by Acting Mayor Joseph V. McKee and Lieut. Gov. Herbert H. Lehman, the latter having taken an active part in the negotiations between the interested parties leading to the adoption of the agreements and by wise counsel and conciliatory spirit having kept the parties together whenever the long-drawn-out negotiations threatened to break up.

The general purpose of the agreements is set forth in the fourth introductory paragraph of the agreement between the manufacturers and the union, which states that—

The parties hereto desire to cooperate in establishing conditions in the industry which will tend to secure to the workers a living wage, to eliminate unfair conditions of labor and sanitation, and to provide methods for a fair and peaceful adjustment of all disputes that may arise between the different producing factors in the industry, so as to secure uninterrupted operation and general stabilization of the industry.

The dress industry is a typical needle industry, in which anyone with a knowledge of the trade can set up in business with a small capital. For this reason the industry is always overcrowded with numerous small shops keenly competing with each other for business. As the antitrust laws make it impossible for the manufacturers to

regulate prices among themselves, the union appears as the sole stabilizing factor. Given a strong union controlling the entire industry or even the greater part of the industry, the manufacturer has the assurance that his competitor must pay labor the same minimum wage as he does. In this way a level is created below which the industry can not sink.

The dress industry thus furnishes the rather uncommon industrial phenomenon of an employers' organization favoring in its own interest a strong union. This fact finds expression in the following language in article 18 of the agreement between the manufacturers' association and the union:

The parties hereto recognize the necessity of unionizing the entire industry in the metropolitan district. In order to bring about such unionization, the union will make every effort to organize all employees and shops in the industry and the Affiliated [Dress Manufacturers] will cooperate with it in such efforts.

In line with this avowed purpose, the agreement provides for a closed union shop, in article 2, as follows:

The Affiliated agrees that all of its members who produce all or part of their garments on their own premises will maintain union shops, and that all of its members who have their garments produced by other manufacturers or purchase their garments from such manufacturers will deal only with such manufacturers as conduct union shops.

The term "manufacturer" within the meaning of this agreement comprises all types of employers producing garments on their own premises, including manufacturers who produce garments from their own material, "submanufacturers" who cut and make up garments from goods delivered or sold to them by the merchant or "jobber," and "contractors," who make up garments from goods delivered to them in cut form.

With respect to establishments conducted directly by members of the Affiliated, a "union shop" is one that employs none but members in good standing of the union to perform all operations in connection with the production of the garments, observes the union standards hereinafter enumerated, and complies with all requirements set forth in this agreement.

With respect to other establishments a "union shop" within the meaning of this agreement is one that is operating under a subsisting written agreement with the union.

The same strict provision is extended by article 3 to contract shops for which the manufacturers, members of the Affiliated Dress Manufacturers, assume responsibility:

For the purpose of carrying the provisions of the above clause into effect the union shall immediately submit to the Affiliated a list of all manufacturers who are operating under contracts with it and shall at least once in every week notify the Affiliated of all changes in and additions to the list.

The Affiliated shall immediately furnish the union with a full list of the manufacturers with whom its members deal, arranged in such manner as to indicate the exact names and addresses of all manufacturers with whom each of the respective members of the Affiliated has dealings. Such list shall be corrected and supplemented every week.

No members of the Affiliated shall employ or continue employing a manufacturer whose name is not included in the latest corrected list of "union shops" furnished by the union and shall not order or purchase goods or otherwise deal or continue dealing with such manufacturer.

Whenever it shall appear that a member of the Affiliated gives work to a non-union manufacturer, the Affiliated shall immediately direct him to withdraw his work from such nonunion manufacturer, whether such work be in process of operation or otherwise, until the manufacturer enters in contractual relations with the union.

For the first violation of the above provision article 4 provides a heavy penalty and for a second offense calls for the expulsion of the

manufacturer from the association "unless the union agrees to another penalty." Article 6 prohibits a manufacturer from giving work to or purchasing garments from any shop whose workers are on strike or from performing work for such a shop.

The constant advent of newcomers who, with their small shops with next to no overhead, work havoc with the industry has resulted in the gradual disappearance of some of the largest and longest-established firms, so that to-day it is frequently impossible to distinguish between manufacturers' and contractors' shops by mere size, many manufacturers' shops being as small as and even smaller than contractors' shops; hence the following provision in article 9 of the agreement against such shops: "The Affiliated and the union are in accord that the interests of the industry will be best served by larger factory units and that factory organizations with less than 12 working machines are undesirable and shall be discouraged." A shop with 12 working machines employs from 20 to 25 workers.

The corner stone of the agreements is the sweeping prohibition of all strikes and lockouts and the use of arbitration in their stead for the settlement of any and all grievances, disagreements, and misunderstandings.

The provision against strikes and lockouts is worded as follows, in article 14:

During the term of this agreement there shall be no general lockout, general strike, individual shop lockout, individual shop strike, or shop stoppage for any reason or cause whatsoever. There shall be no individual lockout, strike, or stoppage pending the determination of any complaint or grievance. Should the employees in any shop or factory cause a stoppage of work or shop strike or should there result in any shop or factory a stoppage of work or shop strike, notice thereof shall be given by the Affiliated to the union. The latter obligates itself to return the striking workers and those who have stopped work to their work in the shop within 24 hours after the receipt by the union of such notice, and until the expiration of such time it shall not be deemed that the striking workers have abandoned their employment. In the event of a substantial violation of this clause on the part of the union, the Affiliated shall have the option to terminate this agreement. The existence or nonexistence of such substantial violation shall be determined by the trial board, as constituted under this contract, on all the facts and circumstances. Should any member of the Affiliated cause a lockout in his or its shops or factory, notice thereof shall be given by the union to the Affiliated. The Affiliated obligates itself, within 24 hours after the receipt of such notice, to terminate the lockout and to cause its members to reemploy the workers, and until the expiration of such time, it shall not be deemed that the employer has forfeited his rights under the agreement. In the event of a substantial violation of this clause on the part of the Affiliated, the union shall have the option to terminate this agreement. The existence or nonexistence of such substantial violation shall be determined by the trial board on all the facts and circumstances.

The other agreements contain substantially the same terms as outlined above; they are also in substantial accord on such important matters as hours of labor, wage scales, arbitration, etc. The right of the employer to discharge his workers is strictly defined and circumscribed, and will be more fully discussed below.

The chief point of difference between the terms of the agreements of the union with the manufacturers and that with the contractors relates to discharge and the conditions governing the settling of piece rates.

## Arbitration

ARBITRATION is provided for in article 15 of the agreement between the Affiliated Dress Manufacturers and the union in the following manner:

All complaints, disputes, or grievances arising between the parties hereto, involving questions of interpretation or application of any clause of this agreement, or any acts, conduct, or relations between parties or their respective members, directly or indirectly, shall be submitted in writing by the party hereto claiming to be aggrieved to the other party hereto, and the manager of the Affiliated and the manager of the union, or their deputies, shall in the first instance jointly investigate such complaints, grievances, or disputes and attempt an adjustment. Decisions reached by the managers or their deputies shall be binding on the parties hereto.

Should the managers fail to agree the question or dispute shall be referred to a trial board consisting of one member from each organization party hereto and a permanent umpire to be known as the "impartial chairman" in the industry.

Each case shall be considered on its merits and the collective agreement shall constitute the basis upon which the decision shall be rendered. No decision shall be used as precedent for any subsequent case.

The parties hereto shall agree upon the choice of an impartial chairman within three weeks from the date hereof. Should they fail to reach such agreement within such time, the Governor of the State of New York shall, upon application by either party, summarily appoint such impartial chairman. \* \* \*

The procedure hereinabove outlined for the adjustment of disputes between the union and the Affiliated shall also apply to all disputes between the union and the Wholesale Dress Manufacturers' Association and the Association of Dress Manufacturers (Inc.), if and when such association enter into collective agreements with the union, and the impartial chairman shall serve in that capacity with respect to the determination of all such disputes and all disputes between the associations among themselves. All disputes shall be heard on notice to all parties interested therein.

While arbitration had been practiced in the dress industry for many years prior to 1930, there had been no permanent arbitrator, the parties agreeing upon an arbitrator for each case as it came up. The present agreements are the first to provide for a permanent, constantly functioning arbitration machinery.

In compliance with the foregoing provision, the writer was elected as impartial chairman and performed the duties of arbitrator from March, 1930, until July, 1931. During his incumbency he rendered decisions in 177 cases in which every provision of any importance in the four agreements had to be interpreted and enforced.

It will be noted that the agreement provides for a trial board consisting of "one member from each organization, party hereto," and the impartial chairman acting as arbitrator. In practice, the two members representing their respective organizations act as attorneys at the hearings before the board, examining their witnesses and cross-examining the witnesses of the opposing side.

After the facts have been established to the satisfaction of all concerned, the hearing is closed and the trial board meets in executive session, at which the two representatives of their respective organizations, in their capacity of members of the trial board, argue the case before the chairman. The object of holding the executive session is to give the partisan members of the board an opportunity to act in a judicial capacity, or at any rate to enable them to compromise in give-and-take fashion, without the embarrassment of critical scrutiny of their attitudes on the part of their constituents who, of course, expect them to fight their battles to the bitter end.



While men are to be found among the officers of the employers' organizations and the union who are capable of assuming a judicial, or at least a semijudicial attitude in the closed sessions of the trial board, and in this manner help the chairman in shaping the decisions, as a rule, as time goes on and personal feelings develop in the course of the daily conflicts, it becomes more and more difficult for them to maintain a judicial attitude and the task of impartial weighing of the evidence and of interpreting the intent of the agreement, in questions where the interpretation of a given clause of the agreement is at issue, falls upon the shoulders of the chairman.

In practice, while every decision is rendered in the name of the trial board, the decision is written by the chairman and signed by him without either of the other two members of the board knowing its contents until the decision is issued and promulgated.

In the following pages an attempt is made to analyze and explain the decisions rendered on the most important issues that developed in the industry during the incumbency of the writer as impartial chairman, as far as the limitations of space will permit.

### Right of Discharge

IN COMMON with most of the needle-trades unions, the International Ladies' Garment Workers' Union zealously guards the worker's title to his job. The worker's job is his sole means of earning a livelihood and the union exercises all its powers of coercion and persuasion with the employer, and, failing in that, its right to air the grievance before the arbitrator before it acquiesces in the loss of the job by one of its members. It is the one opportunity the union has of bringing home to individual members of the rank and file the service it is capable of rendering them personally, on the one hand, and, on the other, of giving them a realization of its ability to limit the power of the boss over his workers which, but for the union, seems unlimited.

The right of discharge is defined in article 29 of the agreement between the manufacturers' association and the union as follows: "The employer may discharge his workers for the following causes: Incompetency, misconduct, insubordination in the performance of his work, breach of reasonable rules to be jointly established, soldiering on the job."

In the agreement of the union with the contractors' association this right of discharge is limited to one cause only—"misbehavior." In all other cases the employer is shorn of the power of summary discharge and can only serve notice upon the union of his intention to discharge a worker for a stated reason or reasons. Unless and until the union agrees to the discharges or the trial board sanctions it, the worker, no matter how detrimental his connection with the shop may be to the employer, unless he is guilty of "misbehavior," remains employed at full pay. Article 17 of the agreement with the contractors' association reads as follows:

(a) No member of the association shall discharge a worker, except for misbehavior, before a notice in writing is served on the union of the reason for the intended discharge. In case of a discharge for alleged misbehavior, and it be determined that the worker be reinstated he is entitled to receive pay for all the time he stayed out.

(b) The union shall investigate the notice of the intended discharge within 48 hours of the receipt of same. If the union does not consent to the proposed discharge, the question shall be referred to the trial board, whose decision shall be final. Pending such decision the employee shall continue working at full pay.

Discharge is not the only action by an employer which deprives a worker of his livelihood. Among cases brought by the union for review by the trial board were those charging the employers with lockouts, and with discrimination against their own employees by sending out work to contract shops while the workers in their own shops had little or no work to do; those questioning the good faith of the employer in reorganizing his shop so as to get rid of workers whom he could not otherwise discharge; and those questioning the right of the employer to discharge workers because of alleged stoppage on their part.

### Lockouts

Most of the so-called "lockout cases" brought by the union before the impartial chairman arose from disagreements as to piece rates. Several had their origin in the effort of employers to reorganize their business under the stress of the business depression—a procedure which is permitted under the agreement between the association and the union.

Of all the lockout cases there was only one which would be regarded as a typical lockout within the meaning of that term as generally understood outside of the garment industry. That was case No. 144, in which an employer asked his cutters, in violation of the existing agreements, to accept a 20 per cent reduction in their wage rates, and told them that unless they would agree to accept the reduction, they need not come back to work the following day. The firm having declined to appear before the trial board for a hearing (on the ground that it was about to discontinue business), it was found guilty of a lockout and declared "outside the protection of the agreement between the Affiliated and the union"; this action gave the union the right to call a strike in the shop or take any other lawful means to protect the interests of the workers.

A typical lockout case arising out of a disagreement as to a piece rate was case No. 146, in which the employer, unable to get his workers to agree to a piece rate acceptable to him, stopped giving that line of work to his employees and sent it to one of his contract shops. The union charged the firm with a lockout on the ground that he had no right to deprive his employees of work, in order to bring pressure upon them to accept his rate, instead of submitting the new work to a test as prescribed in the agreement. In this case the chairman, finding the two sides only 5 cents apart (the final offer being 55 cents as against 60 cents demanded by the union), was able, as mediator, to induce both parties to resume work and come to an agreement as to the piece rate within a week.

In another case (No. 53) the firm, finding the cost of production in its own shop too high in comparison with its contract shops, ceased giving work to its own shop, under various pretexts, assuring its workers that the shop would be reopened as soon as there was sufficient work for it to do, in the meantime clandestinely sending work out to contract shops.

The union charged a lockout. The manufacturer denied the accusation and, when charged by the union with sending work out while his own employees remained idle, he stated that he had sent out only an insignificant number of garments (not exceeding 60) for which it would not pay to reopen the shop.

He agreed to submit his books for examination by an accountant of the impartial chairman's office—the usual procedure when the union challenges the accuracy of an employer's statement. In spite of this promise, he refused to show the books to the accountant, whereupon he was declared by the trial board to be guilty of a lockout, ordered to reopen the shop with his old employees, and directed not to send work out so long as his own workers were not fully employed. At the same time the attention of the association was directed, first, to his defiance of the authority of the impartial chairman in refusing to produce his books and, second, to his admission that he was sending work out to nonunion shops in violation of article 4 of the agreement; for each of these acts he was subject to a fine by his association.

Had this employer acted in a straightforward manner, he could, under the agreement, have achieved his object of discontinuing manufacturing on his own premises and have become a jobber, by applying for membership in the jobbers' association before the commencement of the new season, and by stating frankly to the manufacturers' association and to the union that he found it unprofitable to continue in business as a manufacturer. The jobbers' association would then have notified the union of his application, and if the union objected to his admission to membership by the jobbers' association it could have brought the case before the impartial chairman for review.

Quite different was the verdict in case No. 160—another case in which the union charged a lockout by the employer. This employer, who preferred to do all his work in his own shops, finding his orders in excess of the capacity of his two shops, decided to open an additional shop to take care of a temporary excess of orders. To prevent any misunderstandings he took the union into his confidence, arranged to hire all the additional help through the union with the understanding that as soon as his two regular shops were able to handle the orders, the shop would be closed and the help discharged. This understanding with the union was necessary, since under article 31 of the agreement all workers retained "after a trial period of one week, shall be considered regular employees." At the same time the employer promised the union that, should sufficient business develop to keep the new shop busy it might become a permanent addition to his plant.

One of the newly hired union workers was made forewoman of the shop. She proved unable to command sufficient authority to get the right quality of work and was so harassed by her fellow workers that in spite of the entreaties of the employer, she gave up her job. The firm, finding itself with no one to run the shop and with the work of the season slowing down, did not think it worth taking chances with some new foreman, and decided to close down the shop and transfer the unfinished work to its regular shops.

The union charged the firm with a lockout on the ground that the firm, in taking up the matter with one of the union officials, told him



the work would last for at least two months. The shop having been open only one month, the union insisted on the reopening of the shop for at least another month.

In its decision the trial board pointed out the straightforward manner in which the firm handled the matter, deplored the lack of cooperation on the part of the workers and the union with the management, and their lack of appreciation of the opportunity for employment the firm had offered to the union members. In view of the denial by the firm that it ever gave any assurance of two months' employment, the trial board accepted the statement of the firm as against the testimony of the union official, since the opening of the shop was of a distinct benefit to the union and its unemployed members and it stood to reason that the union would be glad to see a temporary shop opened without any inducement of a minimum term of employment. The union's charge of a lockout was therefore dismissed.

Quite often the charge of a lockout, by the union, is bound up with a charge of a stoppage or strike by the manufacturers' association. Case No. 42 is typical. In this case the employees, having refused to accept the price offered them by the firm on a new garment, stopped work. The employer notified the association of the stoppage some time in the forenoon, but the union clerk in charge of the district where this shop was located could not be reached until after 2.30 p. m. He was informed of the stoppage, which was a violation of the agreement, and was requested to communicate with the shop chairman (in each shop the workers or the union designate one of the employees as shop chairman, who acts as the official spokesman of the workers in the shop and issues orders to the workers in the name of the union), so that he might induce the workers to resume work. He refused to give directions to the shop chairman over the telephone, saying he must first discuss the matter with the chairman. Asked to proceed immediately to the shop to adjust the matter, he refused to do so on the ground that it was raining. Nothing was done by him until the following morning, when he proceeded to the shop with the clerk of the association only to be informed by the employer that the workers, having failed to resume work, had been discharged at the close of the working-day. The union claimed that the discharge of the entire shop under the circumstances was in violation of article 14 and, therefore, constituted a lockout. The association on the contrary claimed the workers were guilty of a stoppage in violation of the same article and that as the union had failed to return them to work by the end of the day, the discharge was justified.

Article 14, after forbidding strikes and stoppages, states that—

Should the employees in any shop or factory cause a stoppage of work or shop strike or should there result in any shop or factory a stoppage of work or shop strike, notice thereof shall be given by the Affiliated to the union. The latter obligates itself to return the striking workers and those who have stopped work to their work in the shop within 24 hours after the receipt by the union of such notice, and until the expiration of such time it shall not be deemed that the striking workers have abandoned their employment.

The language quoted is so clear and unequivocal that the trial board had no alternative but to reinstate the workers in their jobs, since the discharge took place before the expiration of the period of 24 hours provided for in the clause just quoted. In doing so the trial board did not find the firm guilty of a lockout; on the contrary it found the

workers guilty of a stoppage, as charged by the association, but as the agreement protects them against discharge for a period of 24 hours and provides for no punishment for the act, the trial board had to overrule the discharge (not the lockout) of the workers and content itself with the following admonition to the union:

While thus sustaining the claim of the union in the present case, the chairman would fail in his duty to the best interests of the industry were he to fail to take official cognizance of the imperfect operation of the union machinery for the handling of stoppages.

It is inexcusable that the tying up of the work of an entire shop should be handled in the leisurely manner in which it was handled in the present case when the clerk of the union assigned to this case refused to confer with the shop chairman over the telephone, when his attention was called to the stoppage, and refused to go to the shop personally because it was raining and failed to take any steps to have any other official of the union take the necessary action, who might be less afraid of exposure to rain. In this manner a valuable afternoon was wasted and the repeated telephone calls of the employer for help treated with scant attention. The 24-hour clause sets the extreme limit for the return of striking employees, but can not be used by the union as a shield for dilatory tactics or willful disregard of a request from an employer or the employers' association to terminate a stoppage which is causing him serious loss.

The foregoing illustrations are typical of most of the lockout and stoppage cases, which as previously stated, are mostly the results of disagreements over piece rates. Another set of lockout and stoppage cases arises out of efforts of firms to avail themselves of the benefit of the so-called reorganization clause, described below.

#### Reorganization

ARTICLE 30 of the agreement between the Affiliated Dress Manufacturers and the union provides that "Each member of the Affiliated shall have the right in good faith to reorganize his factory. A reorganization in good faith shall mean a bona fide reorganization of the employer's business, necessitated by a permanent curtailment of his business or a fundamental change in the character of his business."

This provision was necessary in order to protect the interests of any manufacturer who, because of a reverse in business, or a change in the character of his business, may find it necessary to be relieved of some or all of his employees. Without such a provision in the agreement such a step would be impossible, since under the union policy, fairly successfully enforced for many years, every union worker in the garment industry has what practically amounts to a life tenure of his job and can be removed only for a definite cause, clearly defined in the agreement.

Although the industrial depression had already set in at the time of the signing of the agreement, no attempt was made by any member of the association to avail himself of the reorganization clause for nearly a year, until the cumulative effect of the depression drove some of them to this step. Beginning with the first case, however, the union took a determined stand against reorganization and contested every case to the last. This attitude of the union was prompted by the distress among its unemployed and partly employed members and the consequent desire to prevent any additions to its roll of the unemployed. In this case the presence of an impartial arbitrator, an office created upon the insistent demand of the union, served to protect the interests of the employers, as it did for the workers under the clauses drawn for their benefit.

The first reorganization case (No. 97) to come up for review by the trial board raised a broad question of procedure which was of far more than ordinary importance. The case was not submitted as a reorganization case, but arose from a charge of a lockout, by the union, and of a stoppage, by the association.

The case offers an excellent illustration of the plausibility with which the same action can be called a lockout or a stoppage, depending on the viewpoint of the respective sides to the controversy. Also, because of its bearing on all subsequent reorganization cases, the decision is worth reproducing in extenso. On a certain day, so reads the decision—

The firm informed the shop chairman that they were going to put up a partition which would cut off four machines used by the operators. The firm stated that they had to make the change in order to have two separate sample rooms to accommodate the requirements of its two designers. This change meant that four of the machine operators would be thrown out of work. The shop chairman protested against the announced change and asked the firm to take up the matter with the association. The firm told the chairman that he could take it up with the union. The chairman reported the matter to the union that afternoon. At 4 p. m. the same afternoon, a man came up to take measurements for the proposed change, and when the workers reported for work on Tuesday morning, the four machines were cut off and only eight machines left.

The firm informed the operators that they could decide among themselves who is to remain to work at the 8 machines, or, if the workers preferred, all 12 could remain and alternate at the machines on the principle of equal division of work. The operators refused to start to work under those conditions and reported to the union.

The association took the ground that the employer was within his rights to make the change and as he did not discharge any of the workers it was the duty of the workers to proceed with the work under either of the conditions offered by the firm and that if they were not satisfied with this arrangement, the union had the privilege of bringing the case before the impartial chairman instead of ordering or approving the stoppage by the workers.

The trial board is asked by the union to pass upon the following issues:

As regards procedure: 1. Whether the firm was within its rights in proceeding with a reorganization of its factory under article 30 of the agreement, without first negotiating with the union to that end. 2. Whether the firm was guilty of a partial lockout in having proceeded with the arrangement which threw four men out of work.

As regards the merits of the case: 3. Whether the firm's action can be regarded as "a reorganization in good faith" within the terms of article 30.

The issue submitted by the association is whether the union is guilty of causing or approving a stoppage.

1. *Right to reorganize factory without previous negotiation with the union.*—Article 30 of the agreement between the Affiliated Dress Manufacturers (Inc.), and the International Ladies' Garment Workers' Union provides that—

"Each member of the Affiliated shall have the right in good faith to reorganize his factory. A reorganization in good faith shall mean a bona fide reorganization of the employer's business, necessitated by a permanent curtailment of his business or a fundamental change in the character of his business."

The union takes the position that since article 30 provides that "Each member of the Affiliated shall have the right in good faith to reorganize his factory," it follows that they must first take up the matter with the union, through the association, so as to preclude the union from questioning the good faith of the firm after the action has been taken, without its previous consent.

The association takes the position that article 30 gives "Each member of the Affiliated \* \* \* the right in good faith to reorganize his factory." The article does not say that he shall have the right to do so by agreement between the union and the Affiliated, as is done in article 37, and that therefore there was no necessity for the firm to negotiate for the consent of the union in advance of its action.

*Decision.*—The Affiliated appears to have the better of the argument, according to the literal wording of article 30. It is true that there is no reference to agree-

ment between the union and the Affiliated as is clearly provided in article 37. On the other hand, if the Affiliated were to adopt this policy as a rule in all similar cases in the future, it would expose its members to the risk of incurring unnecessary losses if, upon appeal by the union against the action of the firm, the trial board should decide the case against the firm. A firm might go to the expense of making some costly structural changes in its factory and then find itself obliged to tear out all the structural work which it had just put up, if the decision of the trial board were to sustain the claim of the union that such change was not made in good faith or was not necessitated by a permanent curtailment of the business of the firm or a fundamental change in the character of the business.

The only way to avoid this additional loss is by negotiating the matter with the union in advance and in the case of failure to obtain the union's consent, by appealing the matter to the impartial chairman. In that case, an adverse decision by the trial board would at least have the advantage of not subjecting the firm to the additional expense of first making the structural change and then being obliged to undo it.

A preliminary negotiation with the union would also have the advantage of avoiding interruption of work, as in the present case, which, whether called a lockout or a stoppage, causes a loss of production to the firm and a loss of earnings to the workers and therefore is harmful to both interests.

It is therefore the ruling of the trial board that in the interest of both sides, plans having to do with the reorganization of a factory shall be first taken up with the union through the association and in case of failure to come to an agreement promptly, the employer shall have the right to lay the matter, through the association, before the impartial chairman.

As a result of this decision, no attempt at reorganization was made thereafter without preliminary negotiation with the union. In no case, however, did such negotiation result in an agreement, so that every case had to come up before the trial board. Among the cases decided in favor of the employers, case No. 127 may be taken as an illustration of the issues involved.

The firm in question applied for permission to reorganize its factory, by a reduction of its working force, because of a loss of business and capital.

In support of its claim, the firm submitted the report of its financial condition prepared by a certified public accountant and checked by an accountant of the office of the impartial chairman.

It appears from this report that in the four months since November, 1930, the firm has lost 37 per cent of its capital. Although its losses were heavy in November and December, the firm continued to operate with its full force in the hope of making up the losses in January and February, which are the best months of the spring season. Contrary to its expectations, however, January likewise showed a loss and the loss in February was almost 10 times as large as in January. The volume of business in 1930 was 22 per cent below 1929. The business of the spring season of 1931 shows a falling off of 41 per cent from the corresponding period in 1930.

Because of these facts, the firm feels that it can not carry on its business on the present scale without jeopardizing the total loss of its capital. As an evidence of its good faith, the firm points to the fact that as a first step in reducing costs it reduced the salaries of the members of the firm by 50 per cent. The next step was to reduce the salaries of its office help by from 14 to 20 per cent. It also has placed its loft in the hands of a real-estate agent for lease, with a view to taking a smaller loft so as to reduce the rent, and as a final step it finds it necessary to reduce its working force, which is now too large for the present volume of business and is therefore working on part time. The firm feels that unless it can promptly reduce its working force, the continued losses which it is sustaining from week to week will compel it to liquidate the business altogether.

The union questions the permanent character of the curtailment of the firm's business, pointing to the fact that this is a time of general business depression in which practically all firms in the industry have suffered a loss of business and that it is to be hoped that the firm's business will increase with the recovery in general business conditions. It feels that the reduction of force is unnecessary since the firm has a right to divide the work equally among its employees on a part-time basis. The union also contends that because of the smaller volume of business,



the orders are of a smaller size, which necessarily slows up the work and therefore the firm will need a relatively larger number of people for the reduced business.

*Decision.*—Article 30 of the agreement under which the firm claims the right to reorganize its business, reads as follows: "Every member of the Affiliated shall have the right in good faith to reorganize his factory. A reorganization in good faith shall mean a bona fide reorganization of the employer's business, necessitated by a permanent curtailment of his business or a fundamental change in the character of his business."

The union questions the permanency of the curtailment of the business of the firm. It is of course impossible to predict the future and to say with positiveness that a firm will never be able to recover its business. Judged by such a test no firm could prove "permanent curtailment" of business. When, however, a firm has been losing business, as in the present case, for a period of more than a year and each succeeding month is worse than the corresponding month of the preceding year and when the loss of business is accompanied not only by a diminution of profits but by loss of capital, which is increasing from month to month, to deny such a firm the right to reorganize its business so as to stop its losses would be equivalent to forcing it to continue in business until it lost all of its capital, as so many firms in the industry have done. The fact that the firm has by this time lost about 40 per cent of its capital and has reduced the salaries of its own members 50 per cent is a further indication of the good faith of the firm in seeking reorganization.

It is extremely unfortunate that as a means of preserving its existence, one-third of the firm's employees must lose their employment. It only emphasizes the need of providing unemployment insurance either through legislation or through the action of the industry, as has been recognized in principle under article 12 of the agreement.

Under the circumstances, it is as much in the interest of the workers as of the firm that it be given an opportunity to save its business and thereby retain in its employment the greater part of its workers rather than that all the workers should ultimately lose their employment and the firm be forced out of business.

Out of a total force of 69 workers, the firm proposes to retain 47 employees, or two-thirds of its total force. The firm asks for the privilege of retaining those of its employees which are best suited for its work. The union insists on having the workers draw lots to determine who is to remain. The union is opposed to selection of employees either on the ground of efficiency or greater suitability to the business of the firm or seniority of employment. It claims that it has an equal interest in all of its members and that therefore all should be given an equal opportunity by using the blind chance of drawing lots.

It is true that so far as the union is concerned, it has an equal interest in all of its members and that if the union had to choose which of its members are to retain their jobs and which are to leave, it would have a very embarrassing task on its hands and drawing lots would probably be the only way out of the difficulty. It is equally true, however, that from the point of view of the employer and his business not all workers are alike. Some are more efficient and others are less. Some turn out a finer quality of work than others. Since it is immaterial to the union which of its members are retained, so long as there is no discrimination against any of them on account of union activity, it seems but fair that when a business is struggling under great losses and severe competition that the firm should have the privilege to retain the workers who are best suited for its quality of work and will be most helpful to the firm in maintaining its business.

There is nothing in the agreement to support the claim of either side, but it may be of interest to note that in the cloak industry, which operates under an agreement containing the identical reorganization clause, decisions rendered have given the employers the privilege to choose their workers in cases of reorganization.

The trial board therefore rules as follows:

1. That the firm be granted its application to reduce its working force so that it will consist of 16 operators, 5 drapers, 3 finishers, 1 baster, 1 hemstitcher, 2 hand sewers, 1 pinker, 1 examiner, 3 cleaners, 3 pressers, 2 graders, 2 cutters, 5 sample hand operators, 2 sample hand finishers, making a total force of 47, out of 69 employees which the firm had when it made its application on February 28, 8 of whom have voluntarily left its employment since then.

2. The firm is to retain the workers which it finds most suitable.

3. As a measure of relief to the workers who are to be eliminated and bearing in mind the savings the firm will effect on the one hand and its straitened financial condition on the other hand, these workers are to be paid in full for the week

ending Friday, March 27, although their employment will terminate on Tuesday, March 24.

4. Should the firm be favored by an increase of business which will necessitate the employment of a larger force, or should any vacancies occur, such vacancies are to be filled from among the employees now laid off, if they are available at the time the vacancies occur.

In a similar case, No. 158, the firm was authorized to reduce its working force, but "In view of the fact that the firm has indicated no preference for any of its employees, the request of the union, that the determination of which of the employees are to remain shall be made by the drawing of lots, is hereby granted." On the question of compensation to the discharged employees the decision reads:

The trial board shares the view of the union that it is very regrettable that workers should lose their employment without compensation to tide them over until they can find a new job; but bearing in mind that the firm is not in a position financially to make such payments and that the firm is not given any right of preference in the choice of employees to be retained, the trial board is obliged to deny any claim for compensation.

Mere falling off of business, even if of a permanent character, is held not to be sufficient ground for reorganization, as will be seen from the decision in case No. 108:

Owing to business depression and great falling off in the business of the firm, the firm sublet a part of its premises at 525 Seventh Avenue with a view to saving rental, retaining there only its showrooms and offices and moving the factory to a side street, at Twenty-ninth Street and Eighth Avenue, at a lower rental. The new quarters proved insufficient to accommodate the 18 sewing machines which it now has and the firm found itself obliged to reduce its 14 operators now employed to 10, giving the union the choice of either eliminating 4 of the operators altogether from its employ, or dividing work among the 14 operators on 10 machines. The union objected to the arrangement and the case was brought before the trial board by the Affiliated Dress Manufacturers (Inc.) on behalf of the firm.

The firm stated that its business had dropped from \$1,400,000 in 1928 to \$900,000 in 1929 and less than \$700,000 in 1930. It therefore felt warranted in reducing its force to the extent required by the lack of space in the new quarters.

The union objected on the ground that the firm is employing several contractors, the force in its present quarters being able to turn out not more than one-third to one-half of its 1930 business. It therefore felt that as long as so large a part of its business was done in contract shops, no curtailment of employment in its own shop was warranted.

*Decision.*—In these days of business depression a firm is entitled to the full extent of protection which is intended by article 30, which grants the firm the right to reorganize its factory in good faith. Such a reorganization "in good faith," as stated in the agreement, must be "necessitated by a permanent curtailment of his business." On the other hand, the livelihood of the workers, which is wholly dependent on their jobs, is likewise entitled to protection under the agreement.

With regard to members of the Affiliated Dress Manufacturers (Inc.), the established practice in the industry, under the agreement, calls for preference being given to the firm's own employees before work is given out to contract shops. The curtailment of the business must be of such magnitude as to leave insufficient work for all the workers employed in the inside shop. According to the firm's own figures, it is still doing a greater business than its present working force can handle.

The trial board therefore can not authorize any reduction in the number of sewing machines which would involve a curtailment of employment for the present force.

Other issues which have been submitted to arbitration involve stoppages, discharges for causes other than those reviewed in this paper, the method of settling piece rates, the right of the employer to change from week to piece work, preference of inside shops over contractors' shops, noncompliance with decisions of trial board, etc.



# UNEMPLOYMENT INSURANCE AND BENEFIT PLANS

## Unemployment-Benefit Plans in the United States

**T**HIS article contains a brief review of the various unemployment-benefit plans in the United States which were described in considerable detail in Bulletin 544 of the bureau, entitled "Unemployment-benefit Plans in the United States and Unemployment Insurance in Foreign Countries." The material on the United States plans was obtained by representatives of the bureau who made personal visits to all companies and organizations having benefit plans in so far as the bureau could learn of the existence of such plans.

In the United States, as is generally known, there has been no legislation on the subject of unemployment insurance. Such benefit measures as have been devised have been solely upon private initiative and under private control.

The bureau's survey covered 79 unemployment-benefit or employment-guaranty plans, and although the field was not completely covered, it is believed that practically all important plans, particularly those in existence prior to the present depression, were included in the survey.

The number of employees potentially affected by these plans was about 226,000, but, for reasons noted below, the number actually eligible to benefit at the time of the survey was considerably less than this number. The plans were distributed, by type, as follows:

Fifteen company plans; i e., those established by employers either individually or in groups. These companies employed about 116,000 employees at the time of this study, and of this number it is estimated that slightly more than 50,000 were eligible to benefits.

Sixteen joint-agreement plans, established by agreement between trade-unions and employers, and covering approximately 65,000 workers. In some instances union membership totals were used, as the figures representing number of persons eligible were not available.

Forty-eight trade-union plans, maintained solely by labor organizations, either national or local, for the benefit of their own members. These covered about 45,000 persons.

Without attempting to review these various plans in detail, a brief summary of the principal features of certain of the outstanding plans may serve to give a useful picture of the present status of the whole subject of unemployment-relief plans in the United States.

### Company Plans

**T**HE 15 company plans, while possessing a superficial similarity, differ greatly in their methods and in their objectives. These differences are due in part to differences in theory, but perhaps in still

greater part to differences in the industrial situation of the several plants—character of product, seasonal characteristics of demand, etc. And, in general, the type of plan adopted depended upon the degree in which the particular company believed that stabilization of employment could be attained in its plants.

From this point of view, the several company plans may be distinguished as of three main types, although the line of demarcation is by no means entirely clear in all cases: (1) Plans emphasizing guaranty of employment; (2) noncontributory plans, with reserve funds; and (3) joint contribution plans.

#### Plans Emphasizing Guaranty of Employment

In this group may be placed those plans in which the company concerned believed that stabilization of employment was practical and so nearly attainable that steady employment could be promised its workers, and that any cost involved in the plan would be so small that it could be carried as part of operating expenses, without the need of an accumulated reserve fund.

Plans in this group include those of the Procter & Gamble Co., the Crocker-McElwain Co., the Columbia Conserve Co., the Consolidated Water Power & Paper Co., the S. C. Johnson Co., and the United Diamond Co.

These plans are alike (1) in guaranteeing continuous employment, or, failing that, compensation for an indefinite or at least a long period of time to such of its employees as meet certain eligibility requirements and (2) in regarding any cost as part of the current operating expenses. They differ considerably as regards the stringency of their eligibility requirements.

The Procter & Gamble plan guarantees employment at full pay for 48 weeks in each year to every employee who has at least six months' service with the company, whose wage or salary does not exceed \$2,000 a year and who is a member of the profit-sharing plan of the company. Participation in the profit-sharing plan involves subscription to a stated amount of company stock, but is entirely voluntary. Prior to the depression, about 80 per cent of those eligible were participating in the profit-sharing plan, which gave them the protection of the employment guaranty, but since the depression the number of eligibles participating has increased to almost 100 per cent. In March, 1931, the total number of employees of the company was 5,691, and the number eligible to profit sharing and thus to the employment guaranty was 4,788, or 84 per cent of the total.

From the inauguration of the guaranty plan up to the present, including the current period of depression, the company has been able so to maintain production and employment that steady work has been furnished to all profit-sharing employees. As a result, the cost of operating the plan has been insignificant. The company states that during the present depression there have been no discharges among the profit-sharing group because of lack of work.

The Crocker-McElwain Co. and the Chemical Paper Manufacturing Co., of Holyoke, Mass., are associated in management and have a joint unemployment-guaranty plan. Under the plan as originally adopted in 1921, factory employees with five years of service with the

company were guaranteed 52 weeks of employment each year at full-time earnings.

In February, 1931, however, the guaranty was reduced to 44 weeks per year and 80 per cent of full-time earnings. This change was made as the result of the depression, which considerably reduced the business of the company, and thus made the cost of the full-time, full-wage employment guaranty very expensive. The company stated that the amended plan will probably remain in effect for the remainder of the year but was unable to state positively that it would be continued any definite length of time. The company has worked toward stabilization, through the attempt to coordinate sales and production, the provision of storage facilities, etc., and prior to the present depression production and employment had been very steady for a number of years. In 1930, the number of factory employees of both companies was about 570, of whom about 55 per cent were covered by the guaranty plan. A plan of unemployment benefits to cover employees having less than five years' service had been drawn up, but had not been put into effect at the time of the bureau's survey.

The Consolidated Water Power & Paper Co., Wisconsin Rapids, Wis., guarantees its employees either continuous work or compensation for time lost for an indefinite period. The compensation given in lieu of employment is approximately one-third of the average monthly wage. There is no other limit on the number or amount of benefits in a year.

In the four months preceding June 8, 1929, a total of \$2,931 was paid in benefits to 43 employees. Since that time, and including the period of the present depression, the company has been able to provide work, so that there have been no lay-offs and no benefits paid. In 1929, approximately 700 employees were covered by the plan.

The cost of the plan is borne by the company, but the plant employs union labor, and the plan is administered by the personnel manager and representatives of the three unions concerned through their regular grievance committee.

The Columbia Conserve Co., of Indianapolis, Ind., differs from the other companies here considered in that the employees have acquired more than 50 per cent of the stock, and since June 30, 1930, have been in practically full control of the company. The employment-guaranty plan, however, was in existence long before that time. Under this plan all regular employees, both in office and in factory, are on a salary basis and are guaranteed full salary for 52 weeks in each year including vacations. Employees who are not on a salary basis, and are therefore without this protection regarding employment, are of two classes: (1) Those employed at the peak of the season and (2) those who have not yet proved themselves sufficiently satisfactory to the rest of the organization, regardless of length of service, to be placed on the regular salary roll. In June, 1931, there were 144 salaried workers. The number of nonsalaried workers varies from none to 75.

The company has endeavored to stabilize the highly seasonal industry in which it is engaged—canning and preserving of various kinds—and it reports that in 1918 only 7 per cent of the output was handled in the first 6 months of the year, while in 1928, 33 per cent was so handled.

In general, the company has been successful in providing work for its salaried employees, these being used on maintenance and similar work when there is no production work. As a result, the variation in the number of employees has been small. During the present depression, any slack time has been used for educational classes conducted by the company. Discharges are handled by a works council, and persons discharged are given a bonus of two weeks' salary. The company states that no salaried worker has been discharged because of the depression. All extra costs under the employment-guaranty plan are paid out of operating expenses.

The unemployment-benefit plan of S. C. Johnson & Son, Racine, Wis., provides for payments at a fixed daily rate up to a maximum of 200 days, for employees with 6 months' service. The cost is borne out of operating expenses, no reserve fund being set up. However, from the beginning of the plan in 1922, up to and including the period of the present depression, the company has been able so to stabilize its production and to regularize employment that the necessity of paying benefit has arisen only very infrequently, the total cost of this item in eight years being but slightly more than \$4,000. During 1930 and the first three months of 1931 there were no lay-offs and consequently no benefits were required.

In the case of the United Diamond Works (Inc.), of Newark, N. J., benefits to unemployed workers were paid as early as 1921. There was, however, no very formal plan, the company simply paying its laid-off employees a percentage of their wages for the period of the lay-off or shutdown. The expense was met out of surplus earnings. The plan operated very successfully until the present depression, during which the plant has been shut down for long periods. In March, 1931, benefits were discontinued, as the surplus was exhausted. The company states that on the resumption of work it is probable that the accumulation of a reserve fund for unemployment-benefit payments will be begun.

Two other well-known company plans belong in this group—those of the John A. Manning Paper Co., Troy, N. Y., and the Behr-Manning Corporation, Watervliet, N. Y. These are independent companies, but operated under similar unemployment-benefit plans up to April 1, 1931. At that time, the John A. Manning Co. changed to a contributory plan and the Behr-Manning Corporation was reported as considering making a similar change.

#### Noncontributory Plans, With Reserve Funds

In this group are included several plans, which, while being entirely noncontributory like the plans previously noted (i. e., the cost is borne wholly by the companies concerned), have attempted to set up reserve funds to meet the emergency demands of bad years or bad seasons. Of this type are such plans as those of the Dennison Manufacturing Co., the Dutchess Bleachery (Inc.), Leeds & Northrup Co., and the joint plan of three companies in Fond du Lac, Wis.

The plan of the Dennison Manufacturing Co. became effective in 1920. In the preceding three years the company had set aside various sums as a reserve fund, which, including accrued interest, amounted to approximately \$147,000. No further contributions have been made to the fund.

The benefit features of the plan, as modified in January of this year, provide that employees with a record of six months' service with the company shall have a guaranty of a percentage of their weekly pay provided they are retained on the pay roll. In other words, the company does not guarantee permanence of employment to any of its workers, but it does guarantee a minimum to those retained on the pay roll. Very serious and, in normal times, very successful efforts have been made by the company to stabilize production and employment, but in the present depression it has been necessary to discharge too many workers to make a straight employment-guaranty plan feasible. Between 1929 and March, 1931, the average number of employees in the plant declined from some 2,700 to 1,900 and the average number covered by the plan declined from some 2,300 to 1,600. Discharged workers are given a bonus of two weeks' pay.

As no extra payments have been made to the fund, it is being rapidly exhausted, the original fund of \$147,000 being reduced to some \$35,000 in March, 1931. It is stated, however, that at the earliest possible moment the company will begin to build up the fund.

The unemployment-benefit plan of the Dutchess Bleachery (Inc.), Wappingers Falls, N. Y., is somewhat similar to that of the Dennison Manufacturing Co., including the provision of a large initial reserve fund. It was originally planned by the Dutchess Bleachery Co. that the unemployment fund was to be maintained from the net profits of the company, and in 1922 the fund had reached the sum of \$93,000. Since that time, however, there has been no available surplus and as no further contributions to the fund have been regarded as possible it has gradually been reduced so that in March, 1931, it amounted to only \$11,000. The time is apparently approaching when the fund will be wiped out. On the other hand, the number of employees subject to the plan (there being a 12-month service requirement for eligibility) was as large as it was in 1929, and a decline in the early part of 1931 was attributed rather to departmental reorganization than to slack work.

Under the unemployment-benefit fund of the Leeds & Northrup Co. of Philadelphia, a reserve fund was built up by an initial deposit of \$5,000 followed by deposits of 2 per cent of the pay roll, until the fund was brought up to an amount equivalent to twice the maximum weekly pay roll during the preceding 12 months. The plan provided that the fund should be maintained at this point. Benefits are based on a percentage of earnings and are paid for periods up to 26 weeks in a year, depending on length of service.

The company employs somewhat over 1,000 workers, of whom about 90 per cent are covered by the plan. During the depression employment has remained quite stable, and the company considers the benefit plan adequate to meet all requirements, even during times like the present. When business recovery takes place a review of the plan is contemplated, making the terms more generous. Normally this company has little seasonal employment and has not suffered as much from the depression as have many industries.

The Fond du Lac plan was established in September, 1930, by three manufacturing firms. It is a cooperative undertaking, the companies agreeing to provide employment for all eligible employees, either at their own plants or elsewhere, and failing this to pay 65 per cent of



wages for a period of 100 days in each year. Each company contributes 1 per cent of its monthly pay roll to a special fund, out of which benefit payments are made.

As the plan was not started until September, 1930, experience thereunder has been too limited to permit of any important deductions. Since its adoption and up to April, 1931, there were no lay-offs and consequently no benefits had been paid from the fund. It was stated that, prior to the plan's adoption, turnover ran as high as 40 per cent per year.

#### Joint Contribution Plans

All of the company plans in effect prior to the present depression were noncontributory as regards the employees, the full expense being borne by the company. On the other hand, all the plans known to the bureau which have been adopted since the depression have been based on the idea of joint contributions by employer and employees, either completely so, as in the case of the General Electric Co. and the amended plans of the Brown & Bailey Co. and John A. Manning Co., or in a modified form, as in the Rochester plan, where the employer alone contributes in normal times, but the employee is required to contribute in periods of emergency.

The Brown & Bailey Co., paper-box manufacturers, of Philadelphia, began in 1927 the accumulation of a fund for the payment of unemployment benefits. The desired amount of the fund was placed at \$7,500, or approximately twice the maximum weekly pay roll in normal times, and the company was to contribute 2 per cent of weekly pay roll when it fell below that amount. The fund was ready for operation in 1929, but no payments were required until April, 1930. The original plan did not provide for contributions from employees, but later the plan was changed so that employees contribute 1 per cent of their wages to the fund when the fund falls below \$5,000. This change, it was stated, was made at the request of the employees.

All employees are eligible for benefits, without regard to length of service. In a period of business depression the company retains its entire force and runs on short time, supplementing the earnings of the employees with payments from the benefit fund sufficient to bring the weekly wages to an amount which was formerly 80 per cent of the normal earnings but which was reduced in 1931 to 75 per cent.

The plan has functioned successfully during the present depression. The number of employees (about 100) has remained stable, and during the first four months of 1931 the fund has not been appreciably reduced. Since April, however, it is reported, the strain on the fund has become severe.

Note might be made in this connection of an entirely separate but very interesting plan of the Brown & Bailey Co., which provides that employees laid off on account of the installation of new machinery or more efficient methods are paid 75 per cent of their regular wage until new jobs are found. In 1929, 16 employees were discharged for the reasons mentioned, and 14 of them were paid until jobs were secured, the longest period of payment being about three months.

The original plan of the John A. Manning Paper Co. (Troy, N. Y.), as noted above, was one under which the company supported its benefit system out of operating expenses. In April, 1931, the plan was



changed to provide for a contributory system similar to that of the General Electric Co., namely, for a contribution of 1 per cent of wages by employees, matched by a like contribution by the company, and augmented, in times of emergency, by a 1 per cent deduction from the earnings of salaried employees, including officials. The object of the accumulated fund is to guarantee a minimum of four days a week to each operating employee for a period determined by the amount of his contribution to the fund, plus interest.

Commenting on the experience of the company under the former plan, the general manager stated that the plan followed in the past has been found to be entirely adequate in handling seasonal fluctuations but has proved to be inadequate in taking care of a major business depression.

The unemployment-benefit plans of the General Electric Co. are of particular significance because of the large number of employees concerned, larger in total than the combined employees of all the other companies whose plans are here being reviewed.

Two distinct plans have been set up by this company during the past year, as follows:

(1) Unemployment-pension plan in the electrical apparatus plants. The unemployment-pension plan, which is in force in all the plants manufacturing electrical apparatus, provides for the establishment of a fund formed by the contributions by employees amounting to 1 per cent of the actual weekly or monthly earnings of employees so long as the earnings of the employees exceed 50 per cent or more of the average weekly or monthly pay, and by a contribution of similar amount by the company. In times of abnormal unemployment, contributions are required from salaried employees and officials, who pay approximately 1 per cent of their earnings into the fund. The plan provided that no payments should be made from the fund until an employee had contributed for 6 months, that the benefit period should not exceed 12 weeks in each year, and that weekly benefits should not exceed \$20. On account of business conditions, however, a special emergency was declared December 1, 1930. The emergency plan contained three important modifications because of the fact that it was put into effect before a substantial fund could be accumulated. These provisions include the contributions of 1 per cent of earnings of all employees of the company except those in the lamp department, payments only to employees in need of funds, and reduction of maximum weekly payments from \$20 to \$15. The change, which allowed benefits only to employees in need, constituted, of course, a fundamental change of policy, and made of this part of the plan a relief measure rather than a benefit plan as usually understood.

Since the time of the bureau's survey (October 1, 1931), it was announced that beginning November 1, 1931, the rate of contribution to the unemployment reserve fund would be increased from 1 to 2 per cent and all those on the pay roll on that date should be guaranteed against lay-off without compensation for a period of six months, the amount of wage guaranteed being one-half of average full-time weekly earnings but not to exceed \$15.

In addition to the benefit payments due to slack work, the plan also provided for loans to unemployed workers not to exceed \$200, and for relief to any employee or former employee of the company who has

been retired on old-age or disability pension or disability relief, after investigation by the administrators, and for such a period as they may decide.

From December 1, 1930, to April 30, 1931, benefits were paid to 10,253 employees, amounting to a total of \$549,605.50. This amount covered payments for complete unemployment, part-time employment, loans, and the relief of distress. The total employment was about 70,000.

The company stresses the fact that the plan is experimental, and that it may be changed in the light of experience.

(2) Guaranteed-employment plan in the 12 lamp works. A study of the possibilities of stabilization of work and guaranty of employment in the incandescent-lamp department was made by the company in 1930. As a result, a plan guaranteeing 50 weeks' work of not less than 30 hours each was put into effect for the year 1931.

All employees on an hourly or piecework basis, with two or more years of service, are eligible. Participation is optional, and the individual application of the employee requests the company to withhold 1 per cent of his or her weekly earnings and to credit the amount so deducted to the employee. The company guarantees 5 per cent interest, and the savings, including interest, always belong to the employees; the accumulated principal and interest is paid to them upon leaving the employ of the company, to their beneficiaries upon death, or in the form of additional pensions upon retiring.

No expenditures have been made under the plan to this date.

There are about 8,000 employees in all the incandescent-lamp plants, and approximately 4,500 are covered by the plan.

The so-called Rochester plan is the latest and perhaps the most significant plan to be adopted, since it contemplates the stabilization of employment in an entire city. It was adopted in February, 1931, by 14 manufacturing establishments whose employees represent about one-third of the industrial employees of the city. The number of subscribing companies has since increased and it is hoped that ultimately all employers in the city will adopt the plan. The first payments into the funds will be made during the current year, but no benefits will be paid until January 1, 1933.

During normal periods the plan will be financed entirely by the employers. Each employer contributes to a reserve fund annually a sum up to 2 per cent of his pay roll, the amount contributed depending upon the estimated amount needed to meet the requirements of the particular establishment. Payments into the reserve fund will be continued until the fund is equal to five annual appropriations at the rate of payment decided upon. Any payment made from the fund after the maximum is reached will be replaced by additional appropriations at the regular annual rate.

In addition to the payments made to the reserve fund, each company reserves the right, after January 1, 1933, and when a prolonged period of unemployment sets in, to declare that an emergency exists and to assess all officials and employees of the company an amount equal to 1 per cent of their earnings. The sums so raised will be matched by the company and paid into the reserve fund. Each company will manage its own reserve fund and benefit payments, there being no provisions for joint management or joint responsibility.

It is not yet known what percentage of total pay roll the various signatory concerns will lay aside in reserve funds to cover any liability for unemployment benefits arising under the plan. The concerns covered are now engaged in an examination of their records for previous years to form a basis for estimate as to what percentage of pay roll will be sufficient. The first allotments into the respective reserve funds must be made within the current year. In this connection the Eastman Kodak Co. finds, on the basis of examination of its records for the past 30 years, that annual payments into the reserve fund of not more than 1 per cent of the pay roll should be adequate to cover the cost of the plan for this company.

### Joint Agreement Plans

As THE name indicates, joint agreement plans are those established by formal agreements between employers and trade-unions. The terms are thus a matter of contract and are obligatory upon the parties during the period fixed in the contract. In this respect they differ from the company plans, which are established by the employer and may be discontinued or modified when the employer deems such action wise.

Of the 16 plans covered by the bureau's survey, it is of interest to note that 9 are concerned with the clothing trades and 5 with the lace-making trades.

Because of differences in emphasis and in benefit provisions, these 16 joint agreement plans may be divided into 3 groups for convenience of summary: (1) Guaranteed-employment plans; (2) plans providing against seasonal unemployment; and (3) plans providing against general unemployment.

### Guaranteed-Employment Plans

Two joint agreement plans—that of the shop crafts on the Seaboard Air Line Railway, and that in the wall-paper industry—provide simply for a guaranty of steady employment for a set period of time.

The Seaboard Air Line Railway Co. has entered into agreements with the Federated Shop Crafts annually since 1928 to provide a minimum number of positions in the maintenance-of-equipment department of the railroad. In 1928, 1929, and 1930 the guaranty was made for the whole year, but in 1931 the agreement was drawn up to permit changes from month to month in the minimum number of positions guaranteed.

The United Wall Paper Crafts and the employers in this industry established a guaranteed-employment plan for machine printers, color mixers, and print cutters as early as 1894. Under the terms of the agreement prior to 1929, the employee was guaranteed 50 weeks of work—45 weeks of work at full pay and 5 weeks on vacation at half pay—provided the factory failed to operate. The employers bore all costs. In 1929 the guaranty is reported to have been reduced to 40 weeks at full pay. At the time the bureau's survey was made a new agreement was being negotiated; pending settlement of terms the union considered it inadvisable to furnish information regarding current developments under the plan, and the bureau has not been informed of the outcome of these negotiations.

## Plans Providing Against Seasonal Unemployment

The joint agreement plans in the clothing trades—and these constitute a majority of all the agreement plans—are directed to the problem of the seasonal unemployment which is a regular feature of practically all these trades, and make no attempt to meet the problem of cyclical unemployment. Prominent examples of plans of this type are those existing in the men's clothing industry of Chicago, New York, and Rochester. These three plans are based on agreements between the Amalgamated Clothing Workers of America and the employing firms. In all three cases the benefit features are similar—namely the provision of benefits to idle workers in the two dull seasons which occur each year. In the Chicago plan the benefit is limited to 30 per cent of full-time weekly wages, with a maximum of \$15 per week, for a period of not over three and three-fourths weeks each season, while in New York and Rochester the benefits are somewhat less. As regards financing, the plans are much more diverse. Under the Chicago agreement, the employers contribute 3 per cent of pay roll and the employees 1½ per cent of their wages; in New York the cost is borne solely by the employers; and in Rochester the agreement calls for equal contributions of 1½ per cent of wages from each party, but because of the depression the employees' contribution has been waived.

All of these plans have continued to operate during the depression, but because of the heavy demands on the fund there has been a tendency to reduce benefits by lengthening the waiting period, lessening the benefit period, etc.

The plan in effect in the ladies' garment industry in Cleveland differs considerably from those in the men's clothing industry as above described. Under this plan the workers concerned are guaranteed employment for 38 weeks per year. The employers post bond, up to 10 per cent of their pay roll, to cover any liability arising out of the guaranty to inside-shop employees. In addition, they pay a small percentage of their pay roll into a fund to cover peak workers and outside-shop workers who receive less than 38 weeks of employment. Under this plan employees are entitled to one-half their usual earnings for the difference between the number of weeks worked and 38 weeks (the number of weeks of work guaranteed), but with the provision that the employers shall not be liable beyond the limit of the funds authorized for this purpose. Prior to January, 1931, the number of weeks of work guaranteed was 40 weeks per year.

Two joint agreements providing out-of-work benefits for members of the Cloth Hat, Cap, and Millinery Workers' International Union, both dating back to 1924, are now in effect, one in New York City and the other in Philadelphia. Both plans provide for employers' contributions of 3 per cent of the pay roll and for benefits of \$10 per week for men and \$7 for women for a maximum of 7 weeks per year. Under both plans the rates of benefit were temporarily raised during years of business activity. However, since the onset of severe unemployment, not only has the rate of benefit been reduced in both cities but it has been necessary to make further changes. Thus, in Philadelphia the waiting period before benefits become payable was lengthened in January, 1931, so that the worker must now accumu-



late two weeks of unemployed time before he is eligible for benefit for one-half week (formerly he received benefit for one-half week after losing one week).

In the straw-hat industry of New York City two joint plans are maintained providing unemployment benefits for members of Locals No. 3 and No. 45, respectively, of the United Hatters. Both plans are supported by the employers' contributions, equal to 3 per cent of the pay roll. Benefits are paid at the rate of \$10 per week for a maximum of six weeks per year. No changes have been made in the plan of Local No. 3 since the coming of the present depression, but the administrators of the Local No. 45 fund have found it necessary to pay benefits in individual cases beyond the period of six weeks for which benefit is allowed under the terms of the joint agreement.

An out-of-work benefit fund was started for members of the American Federation of Full-Fashioned Hosiery Workers in 1930. The plan provides for contributions by the employers of 1 per cent of the pay roll (beginning August 1, 1930) and contributions by the employees of one-half of 1 per cent of wages (beginning September 1, 1931). As yet it is not known what the rate of benefit, duration of benefit, etc., will be or when benefit payments will be made.

#### Plans Providing Against General Unemployment

In this group are included five joint plans in effect in the lace and lace-curtain industry, which provide unemployment benefits for general as well as seasonal unemployment. These plans are based on agreements between the Amalgamated Lace Operatives and the employing firms in Kingston, N. Y., Philadelphia (two plans), Scranton, and Wilkes-Barre.

The plan in force in Kingston was established in 1923. By the terms of the agreement, the union members contribute 50 cents per week if they earn \$18 or over, and the sum so raised is matched by the employer. Benefits are authorized at the rate of \$15 per week, or a sum sufficient to bring the week's earnings up to that amount. The benefit period is indefinite, the aim being to provide each worker with a minimum wage of \$15 per week throughout the year. Because the depression has been so acute and of such long duration, it has been necessary to reduce the \$15 weekly benefit and the amount now paid is prorated according to the relation the hours the mill works bear to the normal working hours. At present, \$13.50 per week is authorized, and the lowest amount ever guaranteed was \$6.90, when the mill was on extremely short time.

In Philadelphia there are two joint plans in operation, one for members of Branch No. 1 who are employed by the Bromley Manufacturing Co., and the other for members of Branch No. 18 who are employed by the Bromley Lace Co. These plans were established in 1924 and 1926, respectively. The terms of benefit under both plans are identical with those provided in Kingston. However, both of the Philadelphia employers have temporarily discontinued their financial support of the plans, owing to difficult business conditions. So far, the money left in the joint fund of Branch No. 1 has been sufficient to meet all demands for benefit. The members of both branches have increased their contributions to the funds; Branch No. 1 has done so in anticipation of the time when the joint

funds will be exhausted, and Branch No. 18 in order to keep up benefit payments.

The Scranton joint plan between the union and the Scranton Lace Co. dates back to 1923. The terms of the agreement provide that any worker earning \$15 or more per week shall contribute 50 cents a week and that this amount shall be matched by the employer. The fund has always been adequate to cover the cost of the benefits of \$15 per week or enough to bring the week's earning to that amount for an indefinite period. A considerable balance is now available for further payments.

By the agreement in force in Wilkes-Barre between the union and the Wilkes-Barre Lace Co., it is stipulated that the union members covered shall contribute \$1 per week to the fund if they earn \$17 or more per week, and that this sum shall be matched by the employer. Benefits are at the rate of \$16 per week, or enough to bring the earnings for the week to that amount for an indefinite number of weeks. These terms were included in the original agreement of 1924, and are still in effect. The fund is in good condition.

*New plan of pocketbook workers.*—In June of this year, subsequent to the making of the bureau's survey, the Industrial Council of Leather Goods Manufacturers (Inc.) and the International Pocketbook Workers' Union entered an agreement whereby both employers and workers contribute like amounts (2½ per cent of pay roll and earnings, respectively) to an unemployment-benefit plan. Details as to terms of benefit have not yet become available.

#### Trade-Union Plans

IN TIMES of serious business depression practically all trade-unions render assistance to their unemployed members. As a result many so-called benefit or relief measures spring up during periods of severe unemployment and are discontinued when conditions become more normal. The present survey was limited to plans of a systematic and more or less permanent character. The survey found plans of this latter type being maintained by three international unions and by 45 local unions. Owing to the large number of local unions in existence, it is possible that some local union plans were missed, although it is believed that this occurred in only very few cases.

The total membership of the three international unions and 45 local unions having plans as reported in this survey at present is slightly less than 45,000, or about 1½ per cent of the total trade-union membership in the country.

The unions represented by these 48 plans were 14 in number, but the printing trades dominated, no less than 32 of the 48 plans being maintained by unions connected with some branch of the printing trade. As regards membership, the printing trades were still more dominant.

#### National Union Plans

The three national unions which maintain unemployment benefit plans are the Deutsch-Amerikanische Typographia, the Siderographers, and the Diamond Workers. All three are of small membership and of specialized craftsmanship.



The Deutsch-Amerikanische Typographia is composed of printers engaged on German publications. The demand for this type of work has been steadily declining and the decrease in membership from natural causes has about balanced the decline in demand. The present membership of all locals is about 541, of whom, however, 120 are pensioners. The unemployment-benefit plan is rather modest, paying only \$6 a week for a total of 16 weeks during each year. The cost is thus relatively small, and the plan has functioned very successfully, even during periods of depression.

The siderographers—in a specialized branch of engraving—are less than 100 in number. There has been very little unemployment, and the reserve of a few hundred dollars has been sufficient for the demands made upon it. The benefits are only \$5 a week, but are granted for a 26-week period.

The diamond workers are concentrated in New York City. The unemployment benefits are \$9 per week for 16 weeks in a year. The trade has been seriously affected by the depression; the former reserve fund (derived from a 50-cent weekly assessment) was exhausted in 1930, and payments have since been made from the general fund of the union.

Members of the United Wall Paper Crafts engaged as print cutters in jobbing shops formerly had a trade-union unemployment-benefit plan, but, according to the general secretary of the union, this was discontinued in 1929.

The only other national unions which are known to have maintained unemployment-benefit systems in the past are the cigar makers and the lithographers. The former discontinued their plan in 1920 and the latter in 1923.

#### Local Union Plans

The unemployment-benefit plans maintained by the local unions, while extremely important, are very similar in principle to those of the national union and do not require any detailed description. In essence, the adoption of such a plan by a local union means that the members as a body are willing to assess themselves, perhaps rather heavily, in order to assist such of their members as may be thrown out of work. The differences between the plans are largely concerned with the amount and duration of the benefits payable. In some plans benefits are provided only for dull seasons in the trade, but in the emergency of the present depression the tendency has been to do away with this limitation.

The amount of benefit, in the plans under review, ranges from as low as \$5 per week to \$35 per week. The duration of the benefit ranges from eight weeks to an unlimited period. In general benefit periods are long, 17 plans having no limit and a number running as high as 26 weeks per year. Moreover, in a number of unions where the benefit plan formally limits the duration of benefit payment, the period is extended in individual cases when an out-of-work member is in need. Dovetailing with the benefit plans and serving to reduce the benefit period for any given individual is the system whereby available work is divided among union members. Thus, the member on benefit during one week may take the place of an employed per-

son the following week, and the displaced member will accordingly take on an unemployed status.

A few of the trade-unions have set aside and maintain rather considerable reserve funds. This is particularly true under the older and better-established of the plans maintained by locals of the photo-engravers' union. In one instance a reserve of \$50,000 is provided, with the further requirement that when the fund falls below \$35,000 assessments shall be levied on the members until the original amount of the reserve is again in hand. There are also locals among the electrotypers, lithographers, and wood carvers that have established reserves varying in size from as little as \$500 to \$25,000. By no means are all of the funds in such healthy condition, however, there being cases where it has become necessary to draw upon the defense funds and the general treasuries in order to meet the demands for benefit arising out of severe unemployment.

At the same time increases in the rates of assessment for support of the benefit plans have been necessary. Sometimes this increase is for a definite number of weeks and is recognized as a temporary measure. In other instances the higher rate is instituted with no provisions as to the time for which the new rate of payment will be required. The rate of assessment varies from nothing, under the plans where money to meet unemployment payments is drawn from the general union treasury, to 10 per cent of earnings. Assessments of 50 cents, \$1, and \$2 a week are common. Among the high rates of assessment are those of the typographical union in New York City (4 per cent of earnings), the bakery workers' union of Spokane, Wash. (6 per cent of earnings), and the photo-engravers' union of San Francisco, Calif. (10 per cent of earnings).

As illustrative of the trade-union plans, may be cited the plan of the Printing Pressmen's Local No. 51, in New York City, established in 1927. To be eligible for benefits a member of the local must have been in good standing for one year, "good standing" being taken to mean that the member has not been in arrears for dues for more than two months. An unemployed member must, further, report daily for roll call at 9 a.m. and sign an unemployment card at noon daily. If a member works as much as two days in the week at any job, he loses his right to benefit for that week.

For the season beginning May 7, 1931, the benefit payment was fixed at a maximum of \$15 per week per member. Benefit payment becomes due as soon as unemployment occurs. Originally the benefit period (June to August, inclusive) was 7 weeks divided into two periods, 4 weeks and 3 weeks, respectively, with a waiting period of 2 weeks between the 2 periods. This has been changed to make the 7 weeks' benefit period continuous.

The fund is administered by a committee of five members appointed by the president of the union. Financial support of the plan is assured by special assessments made on the membership. At the time of the bureau's survey the rate of assessment was fixed at \$8 per month. When the benefit plan was established, 50 cents was set aside each month from union dues payments of members to cover the costs of the plan.

## Tabular Comparison of Trade-Union Plans

The following table shows for each of the 48 plans the date of establishment, the number of union members covered, the maximum weekly benefits, the maximum period for which benefits are paid, and the assessments made to cover costs of the plans. The statistics cited are as of April, 1931, or latest available date. In a number of plans the benefits vary according to marital conditions, length of membership, etc. Only the maximum benefits are shown in the table; this is also true as regards length of benefit periods.

## TRADE-UNION UNEMPLOYMENT-BENEFIT PLANS IN OPERATION APRIL, 1931

Trade-union	Present plan started	Approximate union membership	Present benefits		Present maximum assessments
			Maximum weekly	Maximum duration in 1 year	
<i>National unions</i>					
Deutsch-Amerikanische Typographia.	1884	541	\$6-----	16 wks----	\$1.85 per mo. <sup>1</sup>
Siderographers-----	1910	73	\$5-----	26 wks----	(?)
Diamond workers-----	1912	300	\$9-----	16 wks----	\$0.50 per wk.
<i>Local unions</i>					
Bookbinders:					
San Francisco (No. 31-125) ..	1922	700	\$12-----	8 wks-----	2 per cent of earnings.
New York City (No. 119) ..	1929	900	\$15-----	10 wks----	\$0.50 per wk.
Chicago (No. 8) ..	1930	1,070	\$5.50-----	13 wks----	\$1 per mo., plus \$1 per wk.
Electrotypers:					
Chicago (No. 3) ..	1920	792	\$30-----	No limit--	2 per cent of earnings.
Philadelphia (No. 72) ..	1921	315	{ \$20 for 15 wks., <sup>4</sup> \$10 for 30 wks. <sup>4</sup> }	{ No limit--	\$1 per wk.
Lithographers:					
San Francisco (No. 17) ..	1918	175	\$15-----	10 wks----	\$0.85 per wk.
Philadelphia (No. 14) ..	1918	170	\$6-----	13 wks----	
Cincinnati (No. 8) ..	1919	190	\$6 (\$1 per day) ..	50 days----	
New York City (No. 1) ..	1923	2,450	\$10-----	20 wks----	\$1 per mo., plus assessments.
Seattle (No. 45) ..	1927	23	\$5-----	8 wks-----	
Photo-engravers:					
Chicago (No. 5) ..	1914	1,466	\$20-----	26 wks----	According to need.
Cincinnati (No. 13) ..	1916	195	{ \$12 for first 12 wks., \$6 for next 12 wks., \$14 for 10 wks. <sup>9</sup> }	{ 34 wks----	{ \$0.50 per mo. \$2 per wk.
Philadelphia (No. 7) ..	1917	630	\$20-----	No limit--	\$14 in March. <sup>6</sup>
New York City (No. 1) ..	1922	2,702	\$25-----	26 wks----	\$1 per wk.
Boston (No. 3) ..	1922	321	\$20-----	do-----	Do.
Cleveland (No. 24) ..	1923	243	\$35-----	20 wks----	\$2 per wk.
Minneapolis-St. Paul (No. 6)	1924	70	\$20-----	12 wks----	\$2 per mo.
San Francisco (No. 8) ..	1929	184	\$25-----	Indefinite	10 per cent of earnings.
Baltimore (No. 2) ..	1929	102	\$15-----	do-----	\$2 plus one-third of overtime earnings.
Milwaukee (No. 19) ..	1930	165	\$10-----	do-----	\$2.50 per wk.
Indianapolis (No. 11) ..	1930	110	\$15-----	No limit--	\$2 per mo.
St. Louis (No. 10) ..	1931	218	\$15-----	26 wks----	\$0.25 per day, 5 days per wk.
Printing pressmen and assistants:					
Printing pressmen--					
New York City (No. 51) ..	1927	3,500	\$15-----	(?)	\$8 per mo.
St. Louis (No. 6) ..	1930 <sup>8</sup>	348	\$7-----	No limit--	3 per cent of earnings.
Printing-press assistants--					
New York City (No. 23) ..	1928	2,550	\$15 for 5 wks., <sup>10</sup> \$10 thereafter.	do-----	According to need.

<sup>1</sup> Covers all benefits.

<sup>2</sup> Not reported.

<sup>3</sup> Regular benefit.

<sup>4</sup> Emergency benefit; may run for longer period in special cases.

<sup>5</sup> Emergency benefit; period given is approximate, the benefit being \$14 per week with a maximum of \$138 in 1 year.

<sup>6</sup> Subject to change according to need.

<sup>7</sup> No limit on period, but amount to be paid is limited.

<sup>8</sup> Operation irregular since 1921.

TRADE-UNION UNEMPLOYMENT-BENEFIT PLANS IN OPERATION APRIL, 1931—  
Continued

Trade-union	Present plan started	Approximate union membership	Present benefits		Present maximum assessments
			Maximum weekly	Maximum duration in 1 year	
<b>Typographical union:</b>					
New York City (No. 6)-----	1924 <sup>9</sup>	10,620	\$20-----	Indefinite	4 per cent of earnings.
Cleveland (No. 53)-----	1927	870	{ \$1 first wk., \$8 for next 7 wks., and \$5 for next 8 wks.	{ 16 wks.---	
Chicago (No. 16)-----	1930	5,400	\$15 <sup>10</sup> -----	No limit---	3 per cent of earnings.
Philadelphia (No. 2)-----	1930	1,186	\$6-----	do-----	
Boston (No. 13)-----	1931	1,971	\$15-----	do-----	1 per cent of earnings.
<b>Bakery workers:</b>					
Buffalo (No. 16)-----	1896	174	\$4-----	18 wks.---	\$0.40 per mo. <sup>11</sup>
St. Louis (No. 4)-----	1902	1,200	\$7-----	15 wks. (subject to maximum of \$70).	
New York City (No. 22, Bohemian).	1910	152	\$10-----	12 wks.---	
Washington, D. C. (No. 118)	1914	380	\$12-----	5 mos.---	(12).
Tacoma (No. 126)-----	1916	125	\$10-----	7 mos.---	{ \$1 per mo. <sup>13</sup>
San Francisco (No. 24)-----	1917	700	do-----	4 mos.---	{ 1 day's pay a week. <sup>14</sup>
Seattle (No. 9)-----	1920	525	\$7.50-----	7 mos.---	\$0.50 per mo.
Spokane (No. 74)-----	1924	201	\$12-----	5 mos.---	\$3 per mo., plus assessments.
Madison (No. 233)-----	1925	63	\$6-----	16 wks.---	6 per cent of earnings.
<b>Brewery, flour, etc., workers:</b>					
New York City (No. 1)-----	1906	290	do-----	12 wks.---	\$3.25 per mo.
Wood carvers: Boston	1910	117	\$12-----	do-----	1 per cent of earnings.
<b>Lace operatives:</b>					
Wilkes-Barre (No. 2)-----	1924	21	\$16-----	No limit---	\$1 per wk.
Philadelphia—					
No. 1 (North American Lace Co.)	1928	40	\$10-----	do-----	Do.
No. 1 (Quaker Lace Co.)	1928	86	do-----	do-----	\$2 per wk.
No. 18 (North American Lace Co.)	1925	24	\$15-----	do-----	\$1 per wk.
Total-----		44,648			

<sup>9</sup> An earlier plan was in existence for many years.<sup>10</sup> Extra allowances in case of dependent children.<sup>11</sup> Plus all fines and receipts from entertainments.<sup>12</sup> Costs are met from general treasury, with only occasional assessments.<sup>13</sup> Summer rate.<sup>14</sup> Winter rate.**Public Unemployment-Insurance Systems in Foreign Countries**

THIS review of unemployment insurance in foreign countries is a summary of material published in Bulletin No. 544 of the Bureau of Labor Statistics and relates in most part to these insurance systems as they were in operation about the middle of 1931. Since the compilation of the data, certain important changes in contributions and benefits have been made in Germany and Great Britain. An account of the changes in the systems of these countries is given in following articles.

Unemployment insurance under public control or authority has been established by legislation in 18 foreign countries. In two of these—Luxemburg and Spain—the legislation has not as yet been put into effect. In the other 16 countries, unemployment-insurance systems are in active operation. The operation of the unemployment-insurance system of the Union of Soviet Socialist Republics was suspended in October, 1930.

The systems established fall into two main groups, usually distinguished by the terms "compulsory" and "voluntary." Compulsory systems are those in which unemployment insurance is made obligatory for certain designated classes of workers and under definite conditions prescribed by law. Voluntary systems are those in which unemployment insurance through private organizations is recognized, encouraged, and even subsidized by the State, but the establishment of such insurance is not obligatory.

The 18 countries having unemployment-insurance legislation are almost equally divided between these two types, the legislation in 9 countries being compulsory in character and in 8 voluntary, while in 1 country—Switzerland—the Federal Government subsidizes funds established by cantonal legislation, the cantonal legislation being in some cases compulsory and in others voluntary. The distribution of the 18 countries on this point and the date of the first legislation on unemployment insurance in each country are as follows:

Compulsory system:		Voluntary system:	
Austria.....	1920	Belgium.....	1920
Bulgaria.....	1925	Czechoslovakia.....	1921
Germany.....	1927	Denmark.....	1927
Great Britain and Northern Ireland.....	1911	Finland.....	1917
Irish Free State.....	1920	France.....	1905
Italy.....	1919	Netherlands.....	1916
Luxemburg.....	1921	Norway.....	1915
Poland.....	1924	Spain.....	1931
Queensland (Australia).....	1922	Switzerland.....	1924

As indicated above, legislation on unemployment insurance is a recent development. Only two of the existing systems antedate the World War.

#### Coverage of Systems

ONE of the most striking points of difference between the several systems is the extent to which the working population is covered. No system is complete as to coverage. In all of the compulsory systems, certain classes of workers are excluded, and in the voluntary systems, while practically all workers may be permitted and encouraged to form the necessary unemployment-insurance funds, in no case have anywhere near all the workers in the country taken advantage of this permission.

Under the compulsory insurance laws the following classes are as a rule excluded: (a) Agricultural workers, (b) employees in small establishments, (c) independent workers, (d) domestic servants, and (e) casual and seasonal workers. These exclusions constitute a very large proportion of the working population in some countries, particularly where agriculture is the dominant or leading industry.

Table 1 shows the extent to which each of the systems includes or excludes various industrial groups of employees, and also shows the number of workers covered by unemployment insurance and, as far as information is available, the proportion such insured workers form (1) of all gainfully occupied persons and (2) of all industrial workers in the country.

The table shows the wide variation in the proportion of workers actually insured. Thus, in France, with a voluntary insurance system, only about 1.5 per cent of all gainfully occupied persons, and



probably less than 3 per cent of the industrial workers, are covered, whereas in Great Britain and Germany, with compulsory systems, 75 per cent of the industrial workers are covered.

TABLE 1.—COVERAGE OF FOREIGN UNEMPLOYMENT-INSURANCE SYSTEMS  
*Compulsory systems*

Country	Workers covered	Workers excluded	Insured		
			Number	Per cent insured form of—	
				Gainfully occupied	Total workers
Australia: Queensland Population: 755,972. Gainfully occupied: 324,631.	All workers over 18 whose wage is fixed by award or trade agreement. (Includes practically all workers, except as noted in next column.)	Rural workers, except those engaged in sugar and pastoral industries.	170,000	52.4	-----
Austria Population: 6,704,000. Gainfully occupied: 3,084,000. Workers: 2,200,000.	All workers subject to compulsory health insurance.	Agricultural and forestry workers, domestic servants, and apprentices prior to the last year of apprenticeship.	1,180,846	38.0	54.0
Bulgaria Population: 5,825,000. Gainfully occupied: 2,600,300.	All workers covered by any other branch of social insurance: sailors insured against shipwreck; public employees not covered by pension law.	Domestic servants, agricultural workers, other than those employed on model farms; civil-service employees under pension law.	306,603	12.0	-----
Germany Population: 64,104,000. Gainfully occupied: 32,008,800. Workers: 20,500,000.	Wage earners earning less than 6,000 marks (\$1,428) annually, and salaried employees earning up to 8,400 marks (\$1,999) annually, subject to compulsory health insurance.	Persons employed in agriculture, forestry, and inland and coastal fishing, who live on proceeds of their work and are employed by other persons less than 6 months a year; and domestic servants in agriculture. Agricultural and forestry workers hired under written contract for at least a year are obliged to insure only 6 months before expiration of contract.	15,600,000	48.7	75.0
Great Britain Population: 45,833,000. Gainfully occupied: 19,357,300. Workers: 16,400,000.	All workers under contract of employment or apprenticeship.	Agricultural workers and domestic servants.	12,290,000	63.5	75.0
Irish Free State Population: 2,945,000. Gainfully occupied: 1,301,600.	Persons aged 16 and upwards under contract of employment.	.....do.....	282,622	16.0	-----
Italy Population: 41,506,000. Gainfully occupied: 18,283,300.	Wage earners between the ages of 15 and 60 years.	Agricultural workers, home workers, domestic servants, casual workers, seasonal workers in establishments in operation less than 6 months in a year.	4,250,000	23.0	-----
Luxemburg Population: 295,000. Gainfully occupied: 119,500. <sup>2</sup>	Wage earners over 16 years.	No specified exclusion.....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Poland Population: 30,737,000. Gainfully occupied: 13,523,200.	All workers in industrial and commercial enterprises with 5 or more employees.	Agricultural workers, domestic servants, seasonal workers employed less than 3 months a year, home workers, and skilled workers on railways or in road making.	1,206,000	9.0	-----

<sup>1</sup> Not in operation.

<sup>2</sup> Year 1907.

<sup>3</sup> 900,000 wage earners and 306,000 salaried employees.

TABLE 1.—COVERAGE OF FOREIGN UNEMPLOYMENT-INSURANCE SYSTEMS—Con.

*Voluntary systems*

Country	Workers covered	Workers excluded	Insured		
			Number	Per cent insured form of—	
				Gainfully occupied	Total workers
Belgium Population: 8,060,000. Gainfully occupied: 3,205,200. Workers: 2,400,000.	Members of unemployment funds.	No specified exclusion	641,499	20.0	25.0
Czechoslovakia Population: 14,637,000. Gainfully occupied: 6,014,400. Workers: 4,000,000.	Member of labor unions paying unemployment benefits.	do	1,733,979	28.0	40.0
Denmark Population: 3,525,000. Gainfully occupied: 1,361,800. Workers: 800,000.	Wage earners employed in industries and trades organized into associations.	Majority of seamen	288,428	21.0	35.0
Finland Population: 3,370,000. Gainfully occupied: 1,498,000.	Members of workers' unemployment funds.	No specified exclusion	68,633	5.0	-----
France Population: 41,190,000. Gainfully occupied: 21,394,100.	Wage-earner members of unemployment aid associations.	do	300,000	1.5	-----
Netherlands Population: 7,833,000. Gainfully occupied: 2,722,400. Workers: 1,250,000.	Members of labor unions.	do	450,000	16.0	35.0
Norway Population: 2,803,000. Gainfully occupied: 1,070,400.	do	do	36,000	3.3	-----
Spain Population: 22,761,000. Gainfully occupied: 8,094,200.	Members of workers' associations and joint committees.	do	(4)	(4)	(4)
Switzerland <sup>4</sup> Population: 4,060,000. Gainfully occupied: 1,861,000. Workers: 800,000.	Members of insurance funds.	do	323,754	17.5	40.0

<sup>4</sup> System not yet in operation.

<sup>5</sup> Voluntary as to the Federal Government but compulsory in some Cantons.

Contributions

ALL unemployment-insurance systems provide for the payment of regular benefits according to a fixed schedule as to amount and duration. In addition, several systems provide that when the period of regular benefits is exhausted and the worker is still without a job or is still in need, special emergency benefits or allowances may be paid for a further period of time.

Corresponding to this distinction between regular and emergency benefits, there is a distinction between regular and emergency contributions.

The funds for the regular benefits are made up by contributions from at least two of the following parties—the workers, the employers, and the public. These contributions are established on some form of actuarial calculation, with the object of making contributions and

benefits balance. Experience has frequently shown that the actuarial calculation underestimated the number of unemployed in a period of severe depression, but, in general, the more serious problem has been that arising from the effort of certain systems to take care, under a plan of emergency benefits, of beneficiaries who have exhausted their claims under the regular benefit.

To meet such an emergency, special funds are formed either by requiring increased contributions from the regular contributors, or, as has been done in the majority of the countries concerned, by placing this added cost entirely upon the public treasury. If no special funds are set up, the emergency benefits may be paid out of the regular insurance funds, thereby causing a deficiency which must sooner or later be met from the public treasury in the form of special grants, subsidies, or "loans" to the insurance funds. These public subsidies and loans, whether granted at regular intervals or otherwise, are in fact emergency contributions made by the public.

Most, but not all, of the foreign countries having unemployment-insurance systems and experiencing prolonged and severe unemployment provide emergency benefits in one or another form.

The character and rates of contributions under the various unemployment-insurance systems are shown in detail in Table 2.

#### Regular Contributions

As indicated in Table 2, the parties required to contribute to the regular insurance funds differ, from country to country, as follows:

(1) The insured workers, the employers, and the public all contribute in Bulgaria, Denmark, Great Britain, Irish Free State, Luxemburg,<sup>1</sup> Poland, Queensland, and Switzerland (in a number of Cantons).

(2) Only the insured workers and the employers contribute in Austria, Germany, and Italy.

(3) Only the insured workers and the public contribute in Belgium, Czechoslovakia, Finland, France (with the exception of one fund to which the employers also contribute), Netherlands, Norway, and Switzerland (in most of the Cantons).

The amount of regular contribution per insured worker represents—

(1) A percentage of wages or salary, in Austria, Germany, Italy, and Poland.

(2) Flat or fixed rates in Belgium, Bulgaria, and Queensland, and flat rates, varying with the age and sex of the insured worker, in Great Britain and Irish Free State.

(3) Variable sums, in accordance with actual benefit expenditures, in Czechoslovakia, Denmark, Finland, France, Netherlands, Norway, and Switzerland.

As regards the relative amounts of contributions by the different parties—

Equal contributions are made by the workers, employers, and the public in Bulgaria, Luxemburg, Norway, and Queensland, and by the insured workers and employers in Austria, Germany, and Italy.

Employers contribute more than the insured workers in Great Britain, Irish Free State, and Poland, and less than the insured workers in Denmark and Switzerland (in a number of Cantons).

<sup>1</sup> Insurance not yet in effect.

The public contributes more than the insured workers in Belgium, Czechoslovakia, Finland, Great Britain, Irish Free State, Netherlands, Poland, and Switzerland, but less than the insured workers in Denmark and France.

The amount of contributions as expressed in money units varies greatly from country to country and in some cases from group to group in the same country. For example, the workers' weekly contribution, expressed in United States currency, varies from 0.72 cent in Bulgaria to 12 cents in Queensland and 14 cents (for adult male workers) in Great Britain.

Emergency Contributions

Emergency funds are provided (and in consequence emergency contributions must be paid by one or more parties) in all countries having unemployment-insurance systems, except Bulgaria, Finland, Irish Free State, Italy, Luxemburg, and Queensland. Emergency contributions are made by all three parties—the insured, the employers, and the public—in one country only, namely, in Austria. The insured and the public contribute in Denmark, and employers contribute in one Canton in Switzerland. In the rest of the countries maintaining emergency funds, the public alone pays the emergency contributions. If emergency benefits are paid out of the regular insurance funds, then any shortage caused thereby is covered out of the public treasury, as, for instance, in Great Britain and Germany.

TABLE 2.—CONTRIBUTIONS TO THE PUBLIC UNEMPLOYMENT INSURANCE FUNDS IN FOREIGN COUNTRIES

Compulsory systems

[Amounts of money are given in United States currency]

Country	Regular contributions	Emergency contributions																																																																						
Australia: Queensland.	36 cents per insured per week, paid in equal shares by insured, employers, and Government.	No emergency fund.																																																																						
Austria.....	<i>Wage earners:</i> 90 per cent of weekly contributions for health insurance, paid in equal shares by insured and employers—in lowest wage class, 7 cents, in highest wage class, 34 cents. <i>Salaried employees:</i> 3.4 per cent of salary, paid in equal shares by insured and employers. Federal Government contributes to administrative costs by paying 1/3 of expenses of district industrial commissions and unemployment offices.	Contributions are divided as follows: Insured, 3/12; employers, 3/12; Federal Government, 2/12; and Province, 1/12. For wage earners, employers' and workers' contributions may not exceed 45 per cent of sickness insurance premiums; for salaried employees, 0.2 per cent of salary for each 5 per cent of contributions made for wage earners.																																																																						
Bulgaria.....	Insured, employer, and Government, each 0.72 cents per insured per week.	No provision.																																																																						
Germany.....	6.5 per cent of basic wage or salary up to \$68.40 per month, paid in equal shares by insured and employer. State covers any deficits.	State 1/3 and local government 1/3. Insured and employers do not contribute.																																																																						
Great Britain and Northern Ireland.	Weekly contributions as follows: <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2">In- sured</th> <th colspan="2">Em- ploy- er</th> <th>State</th> <th>Total</th> </tr> <tr> <th></th> <th>Cts.</th> <th>Cts.</th> <th>Cts.</th> <th>Cts.</th> <th>Cts.</th> <th>Cts.</th> </tr> </thead> <tbody> <tr> <td>Males—</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>21 and under 65 years..</td> <td>14.2</td> <td>16.2</td> <td>15.2</td> <td>15.2</td> <td>13.2</td> <td>45.6</td> </tr> <tr> <td>18 and under 21 years..</td> <td>12.2</td> <td>14.2</td> <td>13.2</td> <td>13.2</td> <td>11.2</td> <td>39.5</td> </tr> <tr> <td>Under 18 years.....</td> <td>7.1</td> <td>8.1</td> <td>7.6</td> <td>7.6</td> <td>6.6</td> <td>22.8</td> </tr> <tr> <td>Females—</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>21 and under 65 years..</td> <td>12.2</td> <td>14.2</td> <td>13.2</td> <td>13.2</td> <td>11.2</td> <td>39.5</td> </tr> <tr> <td>18 and under 21 years..</td> <td>10.1</td> <td>12.2</td> <td>11.2</td> <td>11.2</td> <td>6.6</td> <td>33.5</td> </tr> <tr> <td>Under 18 years.....</td> <td>6.1</td> <td>7.1</td> <td>6.6</td> <td>6.6</td> <td>6.6</td> <td>19.8</td> </tr> </tbody> </table>		In- sured		Em- ploy- er		State	Total		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Males—							21 and under 65 years..	14.2	16.2	15.2	15.2	13.2	45.6	18 and under 21 years..	12.2	14.2	13.2	13.2	11.2	39.5	Under 18 years.....	7.1	8.1	7.6	7.6	6.6	22.8	Females—							21 and under 65 years..	12.2	14.2	13.2	13.2	11.2	39.5	18 and under 21 years..	10.1	12.2	11.2	11.2	6.6	33.5	Under 18 years.....	6.1	7.1	6.6	6.6	6.6	19.8	State bears all expense.
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TABLE 2.—CONTRIBUTIONS TO THE PUBLIC UNEMPLOYMENT INSURANCE FUNDS IN FOREIGN COUNTRIES—Continued

## Compulsory systems—Continued

Country	Regular contributions	Emergency contributions																											
Irish Free State.	Weekly contributions, as follows: <table style="margin-left: 20px; border-collapse: collapse;"> <tr> <td></td> <td style="text-align: center;">Em-</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">In-</td> <td style="text-align: center;">Total</td> </tr> <tr> <td></td> <td style="text-align: center;">sured</td> <td style="text-align: center;">Employ-</td> </tr> <tr> <td></td> <td style="text-align: center;">er</td> <td style="text-align: center;">er</td> </tr> <tr> <td></td> <td style="text-align: center;">Cs.</td> <td style="text-align: center;">Cs.</td> </tr> <tr> <td>Men.....</td> <td style="text-align: center;">12.2</td> <td style="text-align: center;">14.2 26.4</td> </tr> <tr> <td>Women.....</td> <td style="text-align: center;">10.1</td> <td style="text-align: center;">12.2 22.3</td> </tr> <tr> <td>Boys (16 to 18 years).....</td> <td style="text-align: center;">6.1</td> <td style="text-align: center;">7.1 13.2</td> </tr> <tr> <td>Girls (16 to 18 years).....</td> <td style="text-align: center;">5.1</td> <td style="text-align: center;">6.1 11.2</td> </tr> </table> State: Three-sevenths of total contribution of insured and employer.		Em-			In-	Total		sured	Employ-		er	er		Cs.	Cs.	Men.....	12.2	14.2 26.4	Women.....	10.1	12.2 22.3	Boys (16 to 18 years).....	6.1	7.1 13.2	Girls (16 to 18 years).....	5.1	6.1 11.2	No emergency fund.
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Italy.....	Weekly contribution, paid in equal shares by insured and employer (State and provincial governments do not contribute): Daily wage:                                    Contribution (cents) Up to 21 cents..... 1.8 From 21 to 42 cents..... 3.7 Over 42 cents..... 5.5	Do.																											
Luxemburg <sup>1</sup> .....	25 per cent each by insured, employer, State, local governments, and municipalities (amount not yet decided).	Do.																											
Poland.....	<i>Wage earners:</i> Total contribution, 3 per cent of wages—insured, 0.5 per cent; employer, 1.5 per cent; public, 1 per cent. <i>Salaried employees:</i> Total contribution, 2 per cent of salary; on monthly salaries under \$6.73 employer pays all; on salaries from \$6.73 to \$44.88 employer pays $\frac{1}{2}$ and insured $\frac{1}{2}$ ; on salaries from \$44.88 to \$89.76 employer and insured pay in equal shares; and on salaries over \$89.76 employer pays $\frac{1}{2}$ and insured $\frac{1}{2}$ .	Local government bears all expense.																											

## Voluntary systems

Belgium.....	Insured, 2.78 cents per week; State, two-thirds of fees of insured; local government according to need; employers do not contribute.	State, 90 per cent, local government, 10 per cent of amount needed. Insured and employers do not contribute.
Czechoslovakia.....	Labor union fees in amounts actually needed. State contributes from three to four times the benefit granted by fund.	State contributes in same proportion as for regular insurance.
Denmark.....	Insured worker, amount varying according to need of fund (from 59 to 87 per cent of total contribution); employer, per annum, 80 cents per industrial worker, and 54 cents per rural worker; State, per cent of membership fees, varying from 40 (in lowest wage class) to 10 per cent (in highest class); local government, per cent of annual wage varying from 30 (in lowest wage class) to 5 per cent (in highest class).	State and local government contribute as for regular insurance.
Finland.....	Insured, amount varying, according to need of fund, from 1 to 2.5 cents per week; State, from one-half to two-thirds of benefits paid, depending upon number of dependents. Employers and local governments do not contribute.	No emergency fund.
France.....	Insured, according to actual need of fund varying usually from 2 to 12 cents per month; State, 33 per cent of the benefits paid in case of small funds and 40 per cent in case of Federal associations (calculation is based upon a maximum benefit of 62.7 cents per family, minus any amount contributed by local government). Employers' contributions reported for only one fund.	State, 50 per cent of total emergency allowances granted by unemployment funds maintained by provincial (departmental) and local governments. Workers and employers do not contribute.
Netherlands.....	Insured, from 2 to 50 cents per week; State and municipalities each 50 per cent of workers' contributions. Employers do not contribute.	Municipality takes initiative, but State may pay from 25 to 75 per cent, depending upon financial condition of municipality.
Norway.....	Insured, 4 to 53.6 cents per week, according to amount of benefit granted; State, one-sixth; local government, two-sixths of amount paid in benefits. Employers do not contribute.	State and local governments bear all expenses.

<sup>1</sup> System not yet in operation.



TABLE 2.—CONTRIBUTIONS TO THE PUBLIC UNEMPLOYMENT INSURANCE FUNDS IN FOREIGN COUNTRIES—Continued

*Voluntary systems—Continued*

Country	Regular contributions	Emergency contributions
Switzerland <sup>2</sup> ....	Insured, 30 per cent, Federal Government 40 per cent, and Canton or local government 30 per cent of daily benefits granted. Employers' contributions vary in different Cantons; 0.15 per cent of wage or salary, in Basel-Land; \$1.16 per insured per annum in Neuchatel and Zug; 0.2 per cent of wages or salary in Schaffhausen and Glarus; same as insured in Valais, in case of joint, mutual, or factory funds.	For emergency cases the following Cantons increased their contributions: Appenzell (Outer Rhodes), Solothurn, Valais, Zug, Schwyz, Uri, and Bern, by 10 per cent of total contribution per insured, and Canton Tessin, by 5 per cent. In Canton Basel-City the employers pay emergency contributions amounting to 0.2 per cent of wages or salaries.

<sup>2</sup> Voluntary as to Federal Government but compulsory in some Cantons.

## Insurance Benefits and Emergency Allowances

## Definition of "Unemployment"

THE determination of just when a worker is to be regarded as "unemployed," and thus as eligible to insurance benefits, involves at times points of difficulty. The prevailing definitions, as set forth in the several laws, agree in holding that unemployment to be compensable must involve three major elements—ability to work, willingness to work, and inability to find work. As regards the question of ability to work, there is no great difficulty, it being agreed that persons unable to work because of sickness, old age, or other reason are not to be regarded as entitled to unemployment benefits. As regards willingness to work and inability to find work, there is room, however, for considerable difference of opinion. Is an unemployed person to be required to accept any work offered him, or must the work be "suitable"? Is, for instance, a carpenter to be denied benefits if he refuses to accept work as a common laborer? Again, how is a man's sincerity in searching for work to be measured? Questions such as these can seldom be settled entirely by legislation, and in general it may be said that the tendency is to make the legal definitions rather broad and simple and leave the settlement of individual cases to the judgment of the administrative authorities. All laws and rules, however, agree in providing that insurance benefits are not to be paid to workers involved in industrial disputes, and that benefits are not to be denied workers who refuse to accept work in establishments where industrial disputes are in progress.

## Conditions for Receipt of Benefit

All unemployment-insurance systems prescribe two sets of conditions for the receipt of regular benefits. These are: (1) That the applicant shall have been "insured" for a prescribed length of time, i. e., shall have been employed and thus have contributed to the insurance fund for a prescribed period, and (2) that there shall be a certain qualifying or waiting period between the loss of employment or the registry of unemployment and the beginning of benefit payments.

Table 3 shows in detail the conditions prescribed for eligibility to benefits, as well as the amount of benefit and the length of the benefit period, in each of the unemployment-insurance systems.

#### Amount and Duration of Regular Benefit

As indicated in this table, a frequent requirement as regards length of employment or "insurance" is about one-half a year during the year immediately preceding application, but variations from this requirement are numerous. Thus, in Queensland, 2 weeks' employment is required; in Austria, 20 weeks' employment during 12 months prior to unemployment; in Belgium, uninterrupted payment of contributions, before unemployment, for at least one year; in Bulgaria, 1 year's contributions during two years; in Czechoslovakia, 3 months' membership in funds; in Denmark, 1 year's membership in fund; in the Irish Free State, 12 weekly contributions; in Italy, 48 weekly contributions during 2 years; and in Luxemburg, 200 days of employment during 12 months.

As a rule the qualifying period amounts to one week, but in Norway and Germany it ranges from 3 to 14 days; in Poland it is 10 days; and in Switzerland it is 3 days.

In some countries the insurance benefits are fixed as percentages of wages or salaries; in others they are flat rates, either uniform for all workers or graded according to age, sex, and family conditions. In the following countries a specified percentage of the wage or salary is paid: Austria, up to 80 per cent; Belgium, from two-thirds to three-fourths; Czechoslovakia, up to two-thirds; Denmark, up to two-thirds (of average wage); Germany, up to 80 per cent in the lowest wage classes and up to 60 per cent in the highest classes; Luxemburg, up to one-half; Norway, up to one-half (of normal wage); Poland, from 33 to 55 per cent, but with the special provision that a salaried employee with a large number of dependents, may receive a benefit equal to the full salary received by him previous to his unemployment.

Insurance benefits at straight or flat rates are paid in Bulgaria at the rate of 12 cents to a family head and 7 cents to all others per day; in France, the State subsidy is calculated on the benefit paid by the fund, amounting to 34 cents a day to the insured and to 10 cents per dependent per day, the State subsidy ranging up to 63 cents a day; and in Switzerland in the majority of cases the benefits range from \$1.16 to \$1.35 per day.

Insurance benefits at flat rates, but graduated according to age, sex, and family connections, are paid in Great Britain, ranging from \$1.22 to \$4.14 a week to the insured and from 49 cents to \$2.19 a week per dependent;<sup>2</sup> in the Irish Free State, ranging from \$1.46 to \$3.65 per week to the insured and from 24 cents to \$1.22 per dependent per week; and in Queensland, where the amount of benefit varies, according to districts, from \$3.41 to \$4.14 to a single person per week, from \$5.84 to \$7.18 to a married person per week, and from 97 cents to \$1.21 per child per week.

As to the period for which insurance benefits are paid, there exists a greater variety of practice than in the case of the amounts of benefit.

<sup>2</sup> These rates in Great Britain have recently been reduced.

Great Britain is the only country which does not place a definite limit upon duration of regular insurance benefit payments. In the other countries the duration periods are as follows: About one-fourth of a year (90 days or 12 to 13 weeks) in Queensland, Bulgaria, Norway, and Poland; one-third of a year (120 days) in France; one-half of a year (26 weeks or 180 days) in Czechoslovakia, Germany, and Luxemburg; 30 weeks in Austria; 50 days in Belgium; 60 days in the Netherlands; and 70 days in Denmark; while in the Irish Free State the number of benefit-days is equal to the number of the weekly contributions made in behalf of the claimant. In Poland, the period of benefit of salaried employees amounts to six months (12 months for those who have made 12 monthly contributions). In the Netherlands the period for seasonal workers amounts to 36 days.

Most of the countries also define the period of time for which the duration is set. As a rule, this period amounts to one year.

#### Amount and Duration of Emergency Benefit

Emergency benefits, as already noted, are paid to those unemployed workers who have either exhausted their insurance or regular benefit, or have not fulfilled the required conditions for receiving insurance benefit, or who are not insured at all.

Most of the countries do not prescribe conditions for receiving emergency benefit, except that the recipient must be unemployed and in actual need. However, some countries, for instance Great Britain and the Netherlands, require that the applicant for emergency benefit must have been employed or have paid certain contributions prior to his claim for relief. Thus, Great Britain requires 8 or more contributions during the 2 years previous to unemployment, or 30 contributions at any time, and the Netherlands requires 6 weeks' employment in an industry or occupation specified by the Minister of the Interior and Agriculture, during the 3 preceding months.

In a majority of the countries the amount of emergency benefit is not specified, except that the amount is to correspond to need as ascertained by local public authorities. In the following countries, however, the amount of the emergency benefit is limited: In Austria it may not exceed the regular insurance benefit; in Belgium and Great Britain it equals the insurance benefit; in Czechoslovakia it is fixed at about one-half of the insurance benefit; in Denmark it is placed at two-thirds of the insurance benefit and in the Netherlands at 65 per cent of what might be earned in a 48-hour week.

A number of the countries set a more or less definite limit for the duration of the emergency benefit. The limit in Austria is one year; in Belgium, 30 days; in Czechoslovakia, 13 weeks; in Denmark, 70 days; in France, 120 days; in Germany, from 32 to 45 weeks; and in the Netherlands, from 18 to 24 weeks. The rest of the countries appear to have no prescribed limit.

In general, it may be observed that the legal provisions regarding emergency benefits are considerably less definite and rigid than those relating to the regular insurance benefits. Much is left to the discretion of local unemployment insurance and relief authorities.

TABLE 3.—UNEMPLOYMENT INSURANCE BENEFITS IN FOREIGN COUNTRIES  
*Compulsory systems*  
 [Amounts of money given in United States currency]

Country	Regular insurance benefits			Emergency benefits		
	Conditions	Amount	Duration	Conditions	Amount	Duration
Australia: Queensland.....	2 weeks' employment during preceding year. Waiting period: 1 week from application to receiving benefit, or 3 weeks from commencement of unemployment to receiving benefit.	Per week: Single, from \$3.41 to \$4.14; married, from \$5.84 to \$7.18; child, 97 cents to \$1.21.	Maximum: 13 weeks per year, if beneficiary was employed at least 26 weeks during previous year, otherwise less.	-----	No provision-----	
Austria-----	20 weeks' employment, during preceding year, in insurable industry. Waiting period: 8 days.	Proportion of health insurance benefits: $\frac{1}{10}$ to family heads and independent persons living alone (Group 1); $\frac{5}{6}$ to all others (Group 2); 5 per cent for each child; plus 1 day's benefit extra, for rent, per month. Amounts vary from 22.5 to 32.4 cents per day, for Group 2; and for Group 1 from 29.5 cents for married persons with no children to 33.8 cents for 3 children in wage Class VI to 40.8 cents and 49.3 cents, respectively in Class X. Total benefits not to exceed 80 per cent of last wages.	30 weeks-----	No special requirement.	Not to exceed regular benefit.	1 year or longer
Bulgaria-----	52 weeks' contribution during 2 years--	11.6 cents per day to family heads and 7.2 cents to all others.	12 weeks per year-----	-----	No provision-----	
Germany-----	For first benefit, 52 weeks' employment and contributions during preceding 2 years; for subsequent benefits, 26 weeks' employment and contributions during preceding year. Waiting period: 14 days, if without dependents; 7 days, if 1 to 3 dependents; and 3 days, if 4 or more dependents.	75 per cent of basic wage or salary in lowest wage class (\$1.90 per week) and 35 per cent in highest wage classes (\$10.71 to \$14.99 per week), plus about 5 per cent for each dependent. Total benefit not to exceed 80 per cent of wages or salaries in lowest wage classes and 60 per cent in highest wage classes.	26 weeks; may be extended to 39 weeks.	For persons who have as yet no claim to benefit proper, 13 weeks' employment (and contributions) in insurable industry. In other cases, exhaustion of regular benefit.	Regular benefits are paid in wage Classes I-IV and in wage Class V, if with dependents. If with dependents, Class VI receives benefits of Class V, Classes VII and VIII benefits of Class VI, and Classes IX-XI benefits of Class VII; if without dependents, Class V receives benefits of Class IV; and Classes	32 weeks; may be extended to 45, for unemployed over 40 years of age, if in want.

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Great Britain and Northern Ireland.	30 contributions during preceding 2 years. Waiting period: 6 days.	<p>Weekly benefits:</p> <p>Males—</p> <p>21 and under 65 years-- \$4.14</p> <p>18 and under 21 years-- 3.41</p> <p>17 and under 18 years-- 2.19</p> <p>Under 17 years----- 1.46</p> <p>Females—</p> <p>21 and under 65 years-- 3.65</p> <p>18 and under 21 years-- 2.92</p> <p>17 and under 18 years-- 1.82</p> <p>Under 17 years----- 1.22</p> <p>Dependents—</p> <p>Adults----- 2.19</p> <p>Children----- .49</p>	No limit, except that a check is made, every 3 months, as to whether claimant can show 30 contributions during preceding 2 years. If not, he is transferred to "transitional" benefit, and must show that he has paid 8 or more contributions during preceding 2 years, or 30 or more contributions at any time.	8 or more contributions during preceding two years, or 30 contributions at any time.	VI-XI receive benefits of next lower class. Same as regular benefit.	No limit.
Irish Free State.	12 weeks' contributions. Waiting period: 6 days.	<p>Weekly benefits:</p> <p>Men----- \$3.65</p> <p>Boys (16-18 years)----- 1.83</p> <p>Women----- 2.92</p> <p>Girls (16-18 years)----- 1.46</p> <p>Dependents—</p> <p>Adult----- 1.22</p> <p>Child----- .24</p>	Number of days equal to number of weekly contributions made.	-----	No provision-----	-----
Italy-----	48 weeks' contribution during preceding 2 years. Waiting period: 7 days.	<p>Benefit based on daily wage:</p> <p>Daily benefit (cents)</p> <p>Up to 21 cents----- 6.6</p> <p>21 to 42 cents----- 13.2</p> <p>Over 42 cents----- 19.7</p> <p>Total benefit not to exceed one-half of daily wage.</p>	90 days per year, if at least 48 contributions paid within 2 last years; 120 days if total of 72 contributions has been paid.	-----	do-----	-----
Luxemburg <sup>1</sup> -----	Proof of 200 days' employment during preceding year.	<p>Up to one-half of wage or salary, plus 4.2 cents per dependent; maximum, 41.7 cents per family per day.</p>	26 weeks per year-----	-----	do-----	-----
Poland-----	20 weeks' employment during preceding year, for wage earners, and 6 months' employment immediately preceding unemployment, for salaried employees. Waiting period: 10 days.	<p>Wage earners: 33 per cent of wages, if single, 38.5 per cent if 1 or 2 dependents, 44 per cent if 3 to 5 dependents, 55 per cent if more than 5 dependents. Salaried employees: 30 per cent of basic salary, if single; 10 per cent added for each dependent, up to amount of salary. Benefits computed on 14 basic salary groups, ranging from \$6.73 to \$80.78 and over per month.</p>	Wage earners: 13 weeks, which may be extended to 17 weeks. Salaried employees: 6 months; 12 months if 12 monthly contributions paid.	(2)	(2)	(2)

<sup>1</sup> System not yet in operation.<sup>2</sup> No provision for general emergency fund; destitute unemployed must, after expiration of regular benefit, apply to communal or municipal welfare agencies for aid.



TABLE 3.—UNEMPLOYMENT INSURANCE BENEFITS IN FOREIGN COUNTRIES—Continued

## Voluntary systems

Country	Regular insurance benefits			Emergency benefits		
	Conditions	Amount	Duration	Conditions	Amount	Duration
Belgium.....	At least 1 year's uninterrupted contributions.	Two-thirds of daily wage to single persons, three-quarters for family heads, plus special allowance for large families (more than 4 children).	Maximum: 50 days per year.	No special requirement.	Same as regular benefit.	30 days.
Czechoslovakia..	3 months' membership in good standing in labor union recognized by Government. Waiting period: None, if unemployment lasts 7 consecutive days.	Minimum, 2.2 cents per day. Additional benefit paid by State not to exceed 53.3 cents per day. Total benefit not to exceed two-thirds of last wage.	26 weeks per year.....	do.....	Minimum, per day: 1.1 cents from fund, plus 4.7 cents from State (6.2 cents, if head of family); total, 5.9 cents if single, 7.4 cents if head of family.	13 weeks.
[1922] Denmark.....	At least 1 year's membership in good standing; at least 10 months' employment during preceding 2 years.	Minimum, 26.8 cents per day; maximum, \$1.07 for family heads and 80.4 cents for single workers. Total benefit not to exceed two-thirds of average wage.	Not less than 70 days, or an average of 100 days.	do.....	Two-thirds of regular benefit.	70 days.
Finland.....	For first claim: 6 months' membership. Waiting period: Minimum, 6 days; maximum, 15 days. For subsequent claims: 1 year's contribution following receipt of benefit.	Minimum, 7.6 cents; maximum, 25.2 cents per day.	60 days per year in two consecutive years.	-----	No provision.....	-----
France.....	6 months' membership in fund, and may not be active member of more than 1 association paying benefits for same situation. In order to receive State subsidy, fund must have been in operation for 6 months, during which members' contributions amounted to at least one-third of benefits paid.	Amount paid by individual fund is not limited. State subsidy is based upon benefits paid by fund and is calculated on 34.1 cents per day plus 9.8 cents a day for each dependent, but not to exceed total of 62.7 cents per day.	Maximum: 120 days, for State subsidy.	All applications passed upon by central committee of local fund and government authorities.	27 cents per day to a head of family; from 8 to 14 cents per day to dependents. Total to 1 household not to exceed 70 cents a day	120 days, which may be extended under certain circumstances.
Netherlands.....	26 weeks' contributions. Waiting period: 6 days.	Varies according to fund, size of communities, family responsibilities, and age, from 48 cents to \$2.13 a day, for adults. Total benefit not to exceed 70 per cent of average daily wages.	36 to 90 days per year. Usual maximum: 60 days per year, and 36 days in case of seasonal workers.	6 weeks' employment in a specified industry or occupation during preceding 3 months.	Benefit may not exceed 65 per cent for bread-winners and 55 per cent for boarders of what they might earn in a	18 weeks for boarders and 24 weeks for married or unmarried bread-winners, and 15

Norway-----	26 weeks' contributions. Waiting period varies, according to funds, from 3 to 14 days.	Up to one-half of last normal wage----	13 weeks per year-----	48-hour work week in the trade to which they belong, and 60 per cent for "requalified" bread-winners and 50 per cent for "requalified" boarders.	weeks for "requalified" boarders, 21 weeks for "requalified" bread-winners.
Switzerland <sup>3</sup> ----	180 days' contributions. Waiting period: 3 days.	Varies according to fund and number of dependents. Benefits usually range from \$1.16 to \$1.35 per day, plus 19.3 cents for each child. Benefit, after maximum amount of contribution, \$1.54 per day if single, and \$1.85 per day if married. Total benefit not to exceed 50 per cent of normal wage for single or 60 per cent for married persons.	90 days during year, which may be extended by Federal decree.	Varies according to need.	According to need.

<sup>3</sup> Voluntary as to the Federal Government but compulsory in some Cantons.

## Administration

THE machinery for administering the various unemployment insurance systems in foreign countries is outlined in Table 4. As there indicated, the compulsory systems are managed directly by the central government, but, in many cases, with the aid of advisory committees of varying degrees of authority. The voluntary systems, on the other hand, are managed primarily by private agencies, such as labor unions, joint organizations of workers and employers, etc. The distinction between the two systems of administration is, however, greatly moderated by the fact that voluntary unemployment insurance funds, receiving subsidies from the public, are subject to a more or less rigid public supervision and control, usually exercised by both central and local governments. Under voluntary systems certain conditions and methods of action are prescribed which the private organizations must meet in order to receive public subsidies. In this sense the voluntary insurance systems may be regarded as a form of cooperative enterprise between private organizations and the public.

In order to obtain public sanction a voluntary fund is required to have a minimum number of members, amounting, for example, in Denmark to 100, and in Finland and France to 50. Also, the constitution and by-laws of voluntary funds must be approved by the Government. In the Netherlands an official guide to the formulation of the constitution and by-laws of such funds has been issued.

In regard to the amount of contribution and benefits, considerable freedom of action is left to the voluntary funds, although the maximum limit of benefit is often prescribed by law. This amounts, for instance, to two-thirds of the wages in Belgium, Czechoslovakia, and Denmark, and to one-half of the wages in Norway.

The administration of a local voluntary unemployment fund is simple and comparatively inexpensive, especially when the fund is attached to an existing labor organization. Even when a fund is separately organized, usually only a secretary and recording clerk are required to conduct the routine business.

Voluntary insurance systems, as a rule, have no intermediate provincial or district offices. The central governmental administration is also less elaborate than in the case of compulsory insurance. To the central office, which is usually placed under the authority of the Department of Labor, is attached an advisory commission for the principal purpose of making the public supervision and control over the voluntary unemployment funds as effective as possible. Such commissions, sometimes termed councils, or joint committees, are in operation, for instance, in Belgium, Denmark, France, and the Netherlands.

The compulsory systems, in addition to the central administrative office, have a series of local offices, and usually a number of intermediate or district offices. The local offices, in addition to their insurance duties, usually conduct employment offices, direct vocational guidance and training systems for the unemployed, and often direct and supervise public works.

Larger countries with compulsory insurance have established systems of intermediary provincial or district offices. The work of these

consists in the administration and coordination of the activities of the local offices within the limits of their jurisdictions. This, for example, is the case in Germany, Great Britain, Italy, and Poland.

The commission or council attached to the central office of a voluntary system acts merely in the capacity of advisor to the public agency, usually the Minister of Labor, in charge of insurance. However, the similar councils (under various names) attached to the central office of a compulsory insurance system have important administrative duties and are often empowered to issue regulations and instructions to be followed by district and local insurance offices. Private organizations, such as labor unions and employers' associations, are, as a rule, equally represented in these councils, and they are, in practice, autonomous branches of the Government. By this method it is hoped: (1) To place responsibility for the success or failure of the insurance system upon the shoulders of all parties concerned; (2) to secure a closer touch with the actual conditions of employment, unemployment financial resources, and trends of economic life in the country; (3) to insure impartiality and neutrality between the conflicting interests of various groups of population; (4) to secure thereby the confidence, good will, and a genuine cooperation of each of the groups concerned in respect to the insurance system; and (5) as far as possible to keep politics and bureaucratic methods and attitudes out of the system.

For the adjustment of grievances and disputes usually a special system of courts or boards of appeal or referees is established within the insurance system. These agencies are also usually composed of representatives of the several parties.

TABLE 4.—UNEMPLOYMENT INSURANCE ADMINISTRATION IN FOREIGN COUNTRIES

*Compulsory systems*

Country	Central office	Provincial or district offices	Local offices
Australia: Queensland.	Ministry of Labor. System is under immediate supervision of Director of Labor. To the Ministry is attached an unemployment council composed of Minister of Labor as chairman, Registrar of Friendly Societies, Director of Labor, and 1 representative each of labor unions and of employers' associations. This council determines and directs the policies of insurance administration.	None.....	Local employment service offices collect contributions, receive applications, and pay benefits.
Austria.....	Ministry of Social Welfare.....	District industrial commissions (11 in number) and employment service offices, in each of which insured and employers are equally represented. Each commission has an arbitration committee composed of equal representatives of insured workers and their employers. This committee decides disputes. Decisions of district industrial commissions are final. Labor inspector in each district.....	Contributions are collected by local health insurance offices.
[1326] Bulgaria.....	Ministry of Commerce, Industry, and Labor. Council of Labor and Social Insurance, consisting of 16 representatives of public, 8 representatives of employers, 8 representatives of workers, and 8 prominent students of social problems, and 2 physicians.	Labor inspector in each district.....	Employment offices, each with a court of conciliation composed of local justice of peace and 1 representative each of labor and of employers, and a labor council consisting of local labor inspector, chief of employment service, 1 member of local government, chief of technical service, local physician, 1 member of local chamber of commerce, and 3 representatives each of workers and of employers.
Germany.....	Federal Bureau of Employment Exchanges and Unemployment Insurance, under general supervision of Federal Ministry of Labor. Managing board, administrative council, and board of appeals, in each of which there is equal representation of employers, employees, and public authorities.	13 district offices, each with committee of management consisting of equal number of representatives of workers, employers, and public. Board of appeals consists of 1 representative each from workers, employers, and public.	361 local offices, each with a committee of management consisting of equal number of representatives of workers, employers, and public authorities. Arbitration committees consist of 1 representative each from workers, employers, and public.
Great Britain and Northern Ireland.	Ministry of Labor. Employment and Insurance Department. Unemployment fund. Umpire and 7 deputy umpires, whose decision is final.	7 district or divisional offices. 294 courts of referees each consisting of chairman appointed by the Government and 1 employers' and 1 workers' representative.	417 employment offices and 748 branch offices.
Irish Free State.	Department of Industry and Commerce..... Umpire.	None.....	Employment exchanges. Courts of referees, each consisting of chairman appointed by the Government, and 1 representative each of insured and employers.
Italy.....	Ministry of Corporations. National Institute for Social Insurance. National Unemployment Fund. Appeals to committee for administration of unemployment insurance, consisting of president and vice presidents of National Institute, and 1 representative each of Ministries of Corporations, Finance, and Public Works, and of employ-	Provincial branches of National Institute for Social Insurance.	Contributions are collected through local post offices, and benefits are paid directly through national office and its provincial branches, and certain communal officers designated for purpose.



Luxemburg <sup>1</sup>	ers and insured. Decision of Minister of Corporations is final. Central Control and Vocational Commission	None	Local government offices and employment offices. Local joint commissions on unemployment composed of equal numbers of representatives of local government, workers, and employers.
Poland	Minister of Labor. Central Unemployment Insurance Bureau, with board of management of 18 members—chairman and 2 members appointed by the Minister of Labor, 1 representative of Minister of Finance, 6 representatives of workers, 4 of employers, and 4 of district and local governments.	22 district unemployment insurance offices, each with a board consisting of chairman (director of the State employment office), 3 representatives of workers, 2 of employers, and 2 of district and local governments.	446 branch agencies, of which 221 represent higher public authorities, 129 municipal communes, 89 rural communes, and 7 sickness insurance offices.
<i>Voluntary systems</i>			
Belgium	Ministry of Industry, Labor, and Social Welfare. National Crisis Fund under National Crisis Commission, composed of 6 to 10 members, one-half representatives of labor unions, and one-half of employers' representatives, under chairmanship of Minister of Industry, Labor, and Social Welfare.	19 agencies of National Emergency Fund, located in various parts of country.	Unemployment funds of labor unions and syndicates, and unemployment funds set up and maintained by local governments.
Czechoslovakia	Ministry of Social Welfare	None	Labor union unemployment insurance funds.
Denmark	Ministry of Interior. Director of Employment Service appointed by the King. Employment committee composed of 6 labor representatives and 4 members of Parliament.	do.	Do.
Finland	Ministry of Social Affairs. State Examiner of Unemployment Funds.	do.	Unemployment funds formed by labor unions or any organization of workers.
France	Ministry of Labor. Unemployment aid association committee, composed of 1 Senator, 1 Deputy, Director of Labor, Director of Social Aid, Director of Budget, a financial director, a bureau chief of Labor Directorate, 5 representatives of unemployment aid associations, and 1 expert on unemployment problems.	Unemployment aid associations	Branches of unemployment aid associations.
Netherlands	Department of Labor, Commerce, and Industry. Bureau of Unemployment Insurance and Employment Service. Advisory unemployment insurance committee, consisting of at least 12 members: 6 representing unemployment insurance funds of labor unions and 6 representing State and local governments.	None	Unemployment insurance funds of labor unions.
Norway	Department of Social Affairs. State Inspector of Labor and Unemployment Insurance.	do.	Do.
Switzerland <sup>2</sup>	Federal Department of Labor	Cantonal compulsory unemployment insurance funds, in 7 Cantons. Cantonal subsidies to local funds, which may be compulsory, in 7 Cantons. Cantonal subsidies to local voluntary insurance funds, in 8 Cantons.	Public unemployment insurance funds of cantonal and local governments, unemployment insurance fund of labor unions, labor political organizations, religious societies, and joint factory unemployment insurance funds.

<sup>1</sup> System not yet in operation.<sup>2</sup> Voluntary as to Federal Government but compulsory in some Cantons.

## Financial Operations

THE available data regarding the financial operations of the unemployment-insurance system in foreign countries do not permit of exact comparisons between countries, partly because the latest available reports are not all for the same year and partly because the information is not always reported in the same form for all countries. Thus a reported excess of income over expenditures or of expenditures over income does not necessarily indicate an actual surplus or deficit in the indicated amounts, as the matter of Government advances or loans to the funds is not treated alike in all countries. Also, the age of the system makes some difference in financial showing. A newly established system has certain initial and developmental expenses which an older system does not have. Still again, in some countries the administrative machinery of the unemployment-insurance system carries only insurance proper while in other countries it may be charged with expenses incident to the maintenance of employment offices, retraining, etc., and the segregation of the costs of these activities is not always clearly made.

In spite of these hindrances to exact comparisons between countries, the quantitative relations of the various items within the same system are significant, and the combined experience of all the systems gives a general idea of the amount of assistance rendered, the proportional distribution of costs among the contributors, and the interrelation of various items of income and expenditures.

These data are shown in summary form in Table 5, for each of the 13 countries for which such data are available to the Bureau of Labor Statistics. All money amounts have been converted into United States currency at the par value of the respective local currencies. Practically all the figures shown are from Bulletin No. 544 of the Bureau of Labor Statistics "Unemployment-benefit plans in the United States and unemployment insurance in foreign countries," except that in a few cases, information received after the bulletin was prepared has been used.

Administrative costs vary greatly in the different systems, ranging from 2.6 per cent of the total expenditures in Switzerland to 30.3 per cent in Finland. In most cases, the increase in the proportion of the funds spent for administrative expenses is in direct relation to the proportionate number of beneficiaries, those countries in which the beneficiaries form a small proportion of the insured having a relatively high cost of administration. In Finland, for example, in which country administration of the funds was most costly, only 4 per cent of the insured workers received benefits, while in Denmark where nearly 42 per cent of the insured persons received unemployment benefits, the administrative costs represented only 8.5 per cent of the total expenses. The actual amounts spent for administration per insured person ranged from 8 cents in Finland to \$2.52 in Great Britain. The total costs of administration were approximately the same in Great Britain and Germany, the two countries having the most complete coverage of workers.

The cost of the insurance systems to the public treasury ranged from 14.1 per cent of the total expenditures in Poland to 60.6 per cent

TABLE 5.—OPERATING AND FINANCIAL STATISTICS, FOREIGN UNEMPLOYMENT INSURANCE SYSTEMS

## Compulsory systems

Country	Year	Number of—		Per cent beneficiaries form of insured	Total income	Total expend- itures	Administrative cost			Public expenditures		
		Insured workers	Beneficia- ries				Total	Per cent of total expendi- tures	Amount per insured	Total	Per cent of total expendi- tures	Amount per insured
Australia: Queensland.....	1929-30	170,000	1 55,903	32.9	\$2,387,000	\$2,519,000	\$113,000	4.5	\$0.66	\$796,000	31.6	\$4.68
Austria.....	1930	<sup>2</sup> 1,180,846	208,370	17.6	<sup>3</sup> 21,924,000	29,189,000	1,779,000	6.1	1.51	10,524,000	36.1	8.91
Germany.....	1930	<sup>4</sup> 15,600,000	2,158,049	13.8	427,947,000	428,318,000	28,871,000	6.7	1.85	173,600,000	40.5	11.13
Great Britain.....	1930-31	12,290,000	<sup>5</sup> 2,154,810	17.5	<sup>6</sup> 317,368,000	493,122,000	30,999,000	6.3	2.52	172,614,000	35.0	14.05
Irish Free State.....	1929-30	<sup>7</sup> 282,622	<sup>8</sup> 16,237	5.7	4,639,000	2,273,000	681,000	30.0	2.41	1,217,000	53.5	4.31
Italy.....	1929	4,250,000	<sup>9</sup> 230,000	5.4	9,141,000	3,817,000	708,000	18.5	0.17	( <sup>10</sup> )	( <sup>10</sup> )	( <sup>10</sup> )
Poland (wage earners' insurance only).....	1930	900,000	11 53,319	12 5.3	<sup>13</sup> 5,379,000	12,738,000	1,018,000	8.0	1.13	1,793,000	14.1	1.99

## Voluntary systems

Czechoslovakia.....	1928	1,733,979	76,591	4.4	\$726,000	\$726,000	( <sup>14</sup> )	( <sup>14</sup> )	( <sup>14</sup> )	\$413,000	56.9	\$0.24
Denmark.....	1929-30	288,428	119,956	41.6	8,156,000	5,352,000	\$453,000	8.5	\$1.57	2,867,000	53.6	9.94
Finland.....	1928	<sup>15</sup> 68,633	2,778	4.0	41,400	18,800	5,700	30.3	.08	7,296	38.8	.11
Netherlands.....	1929	<sup>16</sup> 450,000	<sup>17</sup> 48,395	10.8	4,449,000	3,263,000	196,558	6.0	.44	1,849,000	56.7	4.11
Norway.....	1929	36,000	5,900	16.4	431,000	352,000	65,000	18.5	1.81	193,200	60.6	5.31
Switzerland <sup>18</sup> .....	1930	323,754	73,941	22.5	4,114,000	3,327,000	86,000	2.6	.27	1,350,000	40.6	4.17

<sup>1</sup> Year ending Mar. 31, 1930.<sup>2</sup> Last quarter, 1929.<sup>3</sup> Not including \$7,264,000 advanced by Government.<sup>4</sup> February, 1931.<sup>5</sup> Estimated, March, 1931.<sup>6</sup> Not including "loans" by Government.<sup>7</sup> October, 1930.<sup>8</sup> 1930.<sup>9</sup> March, 1931.<sup>10</sup> No public expenditures.<sup>11</sup> 1929.<sup>12</sup> Based on 1,004,913 insured in 1929.<sup>13</sup> Not including payments by Government to meet deficit.<sup>14</sup> Data not available.<sup>15</sup> December, 1928.<sup>16</sup> Early part of 1931.<sup>17</sup> January, 1930.<sup>18</sup> Voluntary as to Federal Government but compulsory in some Cantons.

[1929]

in Norway. The actual cost per insured person in these two countries, however, was only \$1.99 and \$5.31, respectively, while in Germany \$11.13 was spent out of public funds for each insured person and in Great Britain \$14.05. The lowest expenditure per person was 24 cents in Czechoslovakia.

The total expenditures for unemployment relief in the two most comprehensive systems of compulsory insurance were approximately \$428,300,000 in Germany and \$493,000,000 in Great Britain, of which about \$173,000,000 in each country was contributed by the State.

## Recent Changes in the Unemployment-Insurance System of Germany<sup>3</sup>

**A**LTHOUGH considerable attention has been given to plans for consolidating the three different kinds of unemployment relief in Germany—the regular benefit, the extended unemployment benefit, and the welfare support—no such radical changes of the existing unemployment insurance system in Germany have as yet been put into effect. However, the emergency decree issued by the German Government on June 5, 1931, which became effective on June 6, did involve several structural changes of the system, which, to a certain degree, carry out the proposals made by the Brauns Commission of Experts on Unemployment.

It is believed that the main reason for having the three systems continue to operate separately is the desire not to abolish the difference in attitude toward each of them on the part of the unemployed. It must be borne in mind that the average citizen cherishes a certain prejudice against being supported by the welfare benefit, which resembles a charitable relief more than anything else. He usually does not have this prejudice toward the regular unemployment benefit, or even toward the extended benefit, as he himself has contributed to these prior to losing his job.

### Extended Unemployment Benefit to be Paid as a Loan

**I**N THE future, extended unemployment benefits will be paid in the form of loans, as has already been the case with the municipal welfare support. In both cases the extended benefits are to be repaid as soon as the financial position of the recipient permits him to do so. However, it need not be emphasized that considerable difficulties are encountered in putting this stipulation into practice. It is practically impossible to keep track of the recipient's financial position after he has once been dropped from the list of beneficiaries. The stipulation, however, appears to be justified to a certain extent by the fact that a small percentage of those entitled to the extended benefit or the welfare support may be restrained from filing application.

### Federal Bureau Made Autonomous

**A** CHANGE of considerable consequence is represented by the establishment of the autonomy of the Federal Bureau for Employment and Unemployment Insurance in accordance with the proposals of the Brauns commission. The managing board of the bureau has been empowered to fix the benefit rates as well as the premium rates according to its own judgment. The bureau has not yet, however, made use of its right to change the existing rates.

### Change in Method of Handling Seasonal Workers

**F**ORMERLY, such seasonal workers as were included in the system received both the regular and the extended benefits just like anyone else. Hereafter they will be entitled to both of these classes of

<sup>3</sup> From report of C. W. Gray, United States Consulate, Berlin, Germany, dated Sept. 26, 1931.



benefit, but only at the rates paid to the recipients of the extended relief. In other words, even though a seasonal worker is classified as receiving the regular benefit, he is only paid at the established rates of the extended benefit. This is important, because in the higher brackets of the extended benefit the rates are lower than those of the regular benefit. In addition, the period in which the seasonal worker is entitled to be classified as a recipient of the regular benefit has been reduced from 26 to 20 weeks. A respective seasonal worker entitled to the extended benefit does not lose the remaining six weeks, as they are then added to the maximum period during which the extended benefit is regularly paid. However, approximately 50 per cent of all seasonal workers are not entitled to the extended benefit, as for instance persons engaged in agriculture, forestry and fishing, household servants, and some constructional workers in small towns and villages; these will lose the six weeks entirely. The pertinent authorities have estimated the financial gain of these measures at between 70,000,000 and 75,000,000 marks annually (\$16,660,000 to \$17,850,000).<sup>4</sup> It must be borne in mind, however, that a part of these savings will be counterbalanced by increased payments of extended benefit.

#### Raise of Age Limit

THE age at which the unemployed is entitled to receive the benefits of the system has been raised from 16 to 21 years. This is significant, because not so very long ago the age was lowered from 17 to 16 years. Unemployed persons under 21 years of age are not wholly cut off from the system, as there is a special clause in the new regulations which gives them a claim to certain support provided that the persons who would usually be responsible for their welfare are not in a position to give assistance, or provided no such persons exist. It is hoped to save 50,000,000 marks annually (\$11,900,000) by the raising of the age limit, even allowing for the fact that 50 per cent of the unemployed below the minimum age limit are without family or other kinds of support and will therefore be entitled to help from the system.

#### Voluntary Working Service

NOTHING definite has as yet been decided regarding the so-called "voluntary working service" proposed by the Brauns Commission of Experts on Unemployment. This suggestion contemplated the voluntary enlistment of persons receiving unemployment benefits into groups of workers who would perform labor of a public character, such as road building and repair, etc., in return for the benefits given to them under the system. This simply meant that the recipient of benefits would give some return for the money given to him in the form of relief; that instead of receiving the benefit and doing nothing the recipient would voluntarily perform work of a character useful to the country as a whole.

According to provisional plans, the unemployed person who goes into the voluntary working service will receive the regular benefits to which he is entitled. In addition to this, he will be given a book

<sup>4</sup> Conversions into United States currency on basis of mark=23.8 cents.

credit (but no money) amounting to the difference between the benefit received and the current rate of wages for the work which is performed. For example, if a worker in this service is entitled to a weekly benefit of 10 marks (\$2.38) and he is performing work which at current rates would be remunerated with 20 marks (\$4.76) weekly, this worker is credited by the Government with the difference, or 10 marks. The right of the worker to avail himself of these book credits will be entirely dependent on authorization by the Minister of Finance. It is contemplated that these credits shall be used only for the purchase of a building site or the building or furnishing of a private house for the worker's own use. During the period from January to April, 1931, approximately 120,000 minors were enrolled in the voluntary working service.

#### Check on Farm-to-City Movement

A FURTHER structural change of the system of recent date is represented by the endeavor to check the migration of farm hands into the cities. Those municipalities belonging to the special class and the classes A and B of the German schedule of cities (which includes practically all larger cities of Germany) will be obliged to take care, for four weeks only, of those unemployed who moved to these cities during the last year before their becoming jobless; after that period the community in which their former residence was situated will be responsible for their welfare.

#### Reduction in Benefits Paid

THE most important part of the retrenchment program is the very considerable decrease of the benefit rates themselves, varying from 6 to 14 per cent, according to the respective classes of workers. It will be remembered that the regular unemployment-insurance benefit consists of a basic benefit and a family allowance, each of which amounts to a fixed percentage of the standard wage or salary of the class in which the unemployed person has been placed. These percentages have been reduced by five points, as may be seen by the following table:

TABLE 1.—FORMER AND PRESENT RATE (PER CENT OF STANDARD WAGE) PAID AS UNEMPLOYMENT BENEFITS IN GERMANY

Wage or salary class	Former rate (per cent of standard wage)	Present rate (per cent of standard wage)
Class I.....	75.0	70.0
Class II.....	65.0	60.0
Class III.....	55.0	50.0
Class IV.....	47.0	42.0
Class V and VI.....	40.0	35.0
Class VII.....	37.5	32.5
Class VIII-XI.....	35.0	30.0

The reduction of expenditure effected by this measure is estimated by pertinent authorities at approximately 100,000,000 marks (\$23,800,000).

## Change of Method of Determining Wage Class

THE unemployed person was formerly placed in one of the 11 wage classes on the basis of the average wage or salary earned during the last 26 weeks preceding the date of registered unemployment. Under the new regulations, however, the benefits will be based on the last 13 weeks only, the purpose being to prevent the unemployed person from receiving a benefit which may equal or even exceed the wages paid for the respective type of work at the time of unemployment. Abuses of that kind have actually been reported recently, due to the severe wage cutting practiced in certain trades.

## Increase in Waiting Period

THE waiting period before the benefit is paid formerly amounted to 14 days for unemployed persons without family members entitled to additional family allowances; seven days for unemployed persons with one, two, or three family members entitled to additional allowances; and three days for unemployed persons with four or more family members entitled to additional family allowances. These periods have been increased to 3 weeks, 2 weeks, and 1 week, respectively. This new regulation will mean an additional burden for the municipal welfare system, as the majority of those affected will not be able to support themselves during the prolonged waiting period.

## "Need" Test Introduced for Married Women

THE emergency decree contains provisions aiming at the elimination of abuse of the unemployment insurance by married women. A "need" test has now been introduced, and the legal claim of a married woman will be canceled unless she can pass this qualification test.

## Standards of "Suitability" of Work Lowered

ORIGINALLY the insured unemployed person was not obliged to accept or perform work, when the period of the regular benefit had expired, unless the work was in line with his former occupation, and his education or training. However, hereafter he must accept any kind of work, provided his physical condition permits and the possibilities of his future advancement are not jeopardized. Also, benefit payments may be suspended if it can be shown that the unemployment is due to his own fault or that he is unwilling to work. Government pensions are now deducted from the benefit payments in so far as they exceed 15 marks monthly (\$3.57), instead of the former 30 marks (\$7.14).

## Recent Statistics

*Number of contributors.*—The number of persons insured and contributing to unemployment insurance on July 31, 1931, was 12,565,000, as compared with about 16,000,000 at the beginning of the year and about 17,000,000 in December, 1929. The decrease since December, 1929, amounts to approximately 4,500,000. It is obvious that the number of contributors will continue to decrease as long as the present depression continues.

*Number of persons receiving regular benefits.*—In January, 1931, there were 2,554,000 persons receiving the regular benefit and at the end of August this number had dropped to 1,281,000.

*Number of persons granted extended relief.*—The number of persons receiving extended benefit amounted to 1,095,000 on August 31, compared with 667,000 at the beginning of the year, and 210,000 at the end of 1929.

*Number of persons receiving welfare support from communes.*—The number of persons receiving welfare support from the communes, towns, and cities is naturally increasing more rapidly than the two above mentioned figures, owing to the fact that every unemployed person eventually becomes dependent on this kind of relief after having received the regular and extended benefits for a certain length of time. The number receiving such support was approximately 1,240,000 at the end of July, as compared with 877,000 at the end of 1930, and an average of 569,839 in 1929, and is daily increasing with such huge strides that it is feared the one and one-half million mark will soon be reached.

*Comparative statistics.*—A comparison of the number of unemployed receiving financial assistance under the three classes of unemployment relief is shown in the following table. It shows how the strain on the regular unemployment insurance has been lightened since the beginning of the year to the disadvantage of the extended relief and the welfare support.

TABLE 2.—NUMBER OF BENEFICIARIES OF UNEMPLOYMENT BENEFITS IN GERMANY AND PER CENT THESE FORMED OF TOTAL UNEMPLOYED, JANUARY 1 AND AUGUST 31, 1931

Type of benefit	Beneficiaries, Jan. 1, 1931		Beneficiaries, Aug. 31, 1931	
	Number	Per cent of total number of unemployed	Number	Per cent of total number of unemployed
Regular benefit.....	2,554,000	52.3	1,281,000	30.5
Extended benefit.....	811,000	16.6	1,095,000	26.1
Welfare support.....	953,000	19.5	1,240,000	29.6
Total.....	4,318,000	100.0	3,616,000	86.2

<sup>1</sup> The remaining percentages include those not yet entitled to benefit, persons still within the waiting period, and married women not entitled to benefit.

*Outlook.*—The Federal Minister of Labor recently estimated the outlay for the unemployed during the next seven months at approximately 2,000,000,000 marks (\$476,000,000), which would mean an average monthly expenditure of about 280,000,000 marks (\$66,640,000). This amount is little less than 50,000,000 marks (\$11,900,000) higher than is at present required to meet the cost of unemployment support for the three groups of jobless. Although the minister refrained from giving an estimate of the presumable extent of unemployment during the coming winter, the above figures indicate that an average of 4,500,000 unemployed receiving benefits is expected, taking into account that the average cost of unemployment support per capita

and month amounts to 62 marks (\$14.76). It must be borne in mind, however, that this figure represents an average and does not include unemployed who, for some reason or other, are not entitled to the benefits. At the end of August 3,600,000 unemployed were receiving support while 4,200,000 were in search of employment; the figures thus reveal that 600,000 were not eligible to support. Based on these figures, the estimated average number of unemployed of 4,500,000 arrived at above would increase by about 600,000 to 5,100,000. The estimated average being 5,100,000 and the lowest number of jobless for the winter being 4,200,000 (September 1), it may be assumed that the authorities are anticipating a peak of approximately 6,000,000 unemployed, although figures as high as 8,000,000 have been mentioned by responsible persons.

*Finances.*—The annual report of the Federal Bureau for Employment and Unemployment Insurance, for the fiscal year ending March 31, 1931, has just been published. It shows that expenditures exceeded receipts by 612,804,742 marks (\$145,847,529). Premium receipts for the 12 months amounted to 1,190,000,000 marks (\$283,220,000) with an average of 14,100,000 insured persons. Expenditures amounted to 1,821,000,000 marks (\$433,398,000). The average monthly expenditure per recipient of the regular benefit amounted to 82.37 marks (\$19.60), of which 74.11 marks (\$17.64) were paid as the average unemployment benefit, the rest representing operating charges. The average expenditure per recipient of the extended benefit is reported as having been 71.27 marks (\$16.96), of which 70.43 marks (\$16.76) represent the average benefit paid.

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## Recent Changes in British Unemployment-Insurance System

**U**NDER legislation passed in August and September, 1931, the unemployment insurance scheme of Great Britain has been modified in several respects, the changes being, in general, along the lines recommended in the preliminary report of the royal commission. The so-called "anomalies" act, passed in August, deals with the developments which the commission preferred to call anomalies rather than abuses, while under the national economy act, which received the royal assent September 30, benefits have been reduced, contributions increased, and a distinction established between normal and transitional benefits, the latter being regarded frankly as relief payments and as having no connection with the unemployment insurance scheme, though it is convenient to deal with them through its medium.

### Changes in Contributions and Benefits

THE national economy act authorizes the Government to make, by orders in council, such alterations as may be deemed expedient for the purpose of effecting economies in various services, among which the unemployment insurance system is specifically named. Up to the beginning of November two orders had been issued affecting it. The first deals with contributions and benefits, and establishes the following weekly rates: The weekly contribution from employer and



employee for each employed worker is for men 10d. (20.3 cents),<sup>5</sup> for women and young men, 9d. (18.3 cents), for young women 8d. (16.2 cents), for boys 5d. (10.1 cents), and for girls, 4½d. (9.1 cents). The order makes no reference to the Government's contribution, but as no change is made in the terms of the earlier bills, presumably the Government continues to contribute one-third of the total. For normal benefits the rates are to be as follows:

*New weekly rates of unemployment benefit*

	s.	d.	
Men aged 21 and upward.....	15	3	(\$3.71)
Young men, 18 to 21.....	12	6	(\$3.04)
Boys, 17 and under 18.....	8	0	(\$1.95)
Boys under 17.....	5	6	(\$1.34)
Women aged 21 and upward.....	13	6	(\$3.28)
Young women, 18 to 21.....	10	9	(\$2.62)
Girls, 17 and under 18.....	6	9	(\$1.64)
Girls under 17.....	4	6	(\$1.10)

The allowance for an adult dependent is reduced from 9s. (\$2.19) to 8s. (\$1.95) a week, but the rate for a child dependent (2s. (48.7 cents) a week) is left unchanged. These rates became effective October 5, 1931.

**Changes Respecting Transitional Payments**

THE second order, which limits the duration of normal insurance payments and establishes transitional payments upon an entirely separate basis, is far more fundamental than the mere changes in amount of contributions and benefits effected by the first order. The text of this second order is not yet available, but the Manchester Guardian, in its issue for October 16, gives a statement explaining its terms, issued by the Ministry of Labor.

Under this order normal insurance benefits are payable for 26 weeks in one benefit year. If, after having drawn the full 26 benefits within the prescribed period, the claimant is still unemployed, he must prove that his circumstances are such that he is in need of assistance, and, if he establishes his case, he becomes eligible for transitional benefits.

The amounts of transitional payments to be made will be determined through the machinery of the public assistance authorities, but the actual payments will be made at the employment exchanges and will be a charge on the exchequer. Arrangements for giving effect to these changes have to be made not only by the employment exchanges but by all the public assistance authorities throughout the country, and an interval has necessarily to be allowed for this purpose.

The earliest date at which it will be practicable to begin the operation of the new arrangements is November 12, and this is the date fixed by the order in council for the coming into force of these arrangements.

Under the terms of the order the applicant for transitional payments makes his claim in the usual way at the employment exchange, whereupon it is referred to the public assistance authorities for investigation. These authorities decide whether his circumstances call for such help, and if so, what the amount of the transitional payments shall be, and report back their findings to the employment exchange, which carries their decision into effect. The public assistance authorities may fix the amount to be given at any sum, up to the normal

<sup>5</sup> Conversions into United States currency on basis of shilling=24.33 cents and penny=2.03 cents.

insurance benefit, but may not exceed that figure. This arrangement is credited with two advantages: It frees the insurance fund from the burden of purely relief payments, and it prevents the latter, where they are due solely to unemployment, from falling upon the particular region where the unemployment occurs. If, instead of receiving transitional payments from the general treasury, the applicant had to fall back upon poor relief which is paid from local taxes, the tax burden would be heaviest in those localities where unemployment is most rife and where business is least able to bear the weight of increased taxes. Incidentally, it is hoped that owing to the reluctance of many persons to subject themselves to the investigation of the public assistance authorities, and to the stricter standards of need established by these authorities, the amount paid out in transitional payments may be materially reduced.

#### Regulations Under the Anomalies Act

THE anomalies act authorized the Minister of Labor, after consultation with an advisory committee, to issue regulations affecting three classes of workers so far as insurance rights are concerned: Seasonal workers, part-time workers, and married women. (See Labor Review, November, 1931, p. 70.) The regulations issued under its terms are summarized in the Ministry of Labor Gazette for October, 1931.

*Seasonal workers.*—These are defined as persons whose normal employment for a part or parts of the year is in a seasonal occupation. It is provided that they shall be entitled to benefit for unemployment during the "off season" only if they can prove that for each of the two preceding years they have had a substantial amount of insurable employment during the off season, and that, considering the industrial condition of the district in which they live, they may reasonably expect to obtain such employment during the off season. The term "off season" is carefully defined.

*Part-time workers.*—These are divided into two classes. The first comprises those who are normally employed for not more than two days in the week, and for these it is provided that they are not entitled to benefit for unemployment on any days other than those on which they are normally employed. The second group, believed to be small, is thus defined, and the conditions affecting it are thus laid down in the order:

In the case of the class of persons who habitually work for less than a full week and by the practice of the trade in which they are employed nevertheless receive earnings or similar payments of an amount greater than the normal earnings for a full week of persons following the same occupation in the same district, the amount of benefit otherwise payable to persons of the said class in respect of any benefit week shall be reduced by the amount by which the aggregate of the earnings or similar payments received by them in that benefit week and of the benefit aforesaid exceeds the normal earnings for a full week of persons following the same occupation in the same district.

These conditions are not to apply to a member of this class who has worked for less than four weeks, or who has had an interval of four consecutive weeks or longer since last being so employed.

*Married women claimants.*—There has been much complaint that married women who, up to the time of their marriage were in an insurable occupation, have been drawing insurance benefits although

they have no expectation of reentering industry. In a number of cases marriage is a cause for dismissal.

A woman dismissed on such a ground can not be refused benefit on the ground that her lack of employment is due to her own misconduct, and owing to the industrial situation it is in many cases impossible to offer her a job, and thus apply the "genuinely seeking work" test. Consequently, she might continue to receive unemployment benefits indefinitely. Under the new regulations limiting normal benefits to 26 weeks in one year she might, after that period had expired, be referred to the public assistance authorities, who would probably refuse her transitional benefits, but it was felt that the situation needed more direct treatment, and the following rules are laid down for the treatment of married women claimants. They do not apply to married women whose husbands are incapacitated or unemployed and not in receipt of benefit.

A married woman who since marriage has had less than 15 contributions paid in respect of her, or who, if more than six months has elapsed since her marriage, has had less than eight contributions paid in respect of her during the period of three months preceding the beginning of her benefit quarter, shall be entitled to benefit only if, in addition to satisfying the other requirements of the acts for the receipt of benefit, she also proves:

(1) That she is normally employed in insurable employment and will normally seek to obtain her livelihood by means of insurable employment, and (2) that having regard to all the circumstances of her case, and particularly to her industrial experience and the industrial circumstances of the district in which she resides, she can reasonably expect to obtain insurable employment in that district

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### Senate Hearings on Unemployment-Insurance Systems

**I**N ACCORDANCE with Resolution 483 passed by the Senate on February 28, 1931, providing for an investigation of unemployment insurance and benefit plans, a committee designated as the Select Committee Investigating Unemployment Insurance Systems of Private Interests in the United States and by Foreign Governments, composed of Senator Hebert (chairman), of Rhode Island, Senator Glenn, of Illinois, and Senator Wagner, of New York, has been holding a series of hearings in Washington.

One hearing was held April 2 when Brant A. Scott, vice president of the United Mine Workers of West Virginia, was heard.

Beginning October 19, upon the return of two of the committee members from a tour of European countries where the various unemployment-insurance plans were studied, further hearings were called. The hearings closed on November 13. In the order of their appearance, the persons testifying before the committee were: Gerard Swope, president of the General Electric Co.; M. B. Folsom, of the Eastman Kodak Co.; James D. Craig, of the Metropolitan Life Insurance Co.; Walter J. Kohler, of the Kohler Co., Kohler, Wis.; H. B. Tobias, architect of Philadelphia, Pa.; Benjamin C. Marsh, executive secretary of the People's Lobby, Washington, D. C.; H. Neville Thompson, of Washington, D. C.; Edward A. Filene, of William Filene Sons Co., Boston, Mass.; Sumner Schlichter, of Harvard University, Cambridge, Mass.; Jacob Billikopf, of the Federation of Jewish Charities, Philadelphia, Pa.; James L. Donnelly, executive secretary of the Illinois

Association of Manufacturers, Chicago, Ill.; Charles W. Baker, economist, Montclair, N. J.; Malcolm C. Rorty, financial consultant, New York City; P. Tecumseh Sherman, lawyer, New York City; and Abraham Epstein, executive secretary, American Association for Old Age Security, Philadelphia, Pa.

The testimony in general was in favor of some form of unemployment benefit system, but opinions were not uniform as to whether such system should be voluntary or compulsory, whether it should apply to one concern, one industry, or be on a state-wide or Federal basis, whether financial support should come from employer, employee, or Government contribution, or from some combination of contributions. For example, Mr. Swope and Mr. Folsom presented the plans of the General Electric Co. and the Rochester plan, respectively, both of which are voluntary and administered by individual companies for the benefit of their own employees, the costs being shared by employers and employees. Mr. Folsom, Mr. Sherman, and Mr. Donnelly expressed definite opposition to compulsory unemployment insurance on either a State or Federal basis. Mr. Marsh suggested that aid be given on a Federal basis, without regard to actuarial principles, owing to the need that will exist this coming winter and as long as persons are without work. Mr. Schlichter's proposal was of still another nature, namely, that benefit systems be set up by individual corporations, voluntarily as a part of the cost of production, under Government supervision and that an incentive to such protection of employees be furnished the individual employer by providing that a sum, perhaps 50 cents on each dollar, set aside for unemployment benefits be credited against the employer's Federal income tax. Mr. Filene advocated a plan whereby corporations would insure their employees for a fixed period of time, the plans to be under State supervision and further provision to be made that when an employee has exhausted his right to benefit the Federal Government should supply the necessary funds, by taxation, to take care of the unemployed.

# EMPLOYMENT CONDITIONS AND UNEMPLOYMENT RELIEF

## Program for Promotion of Employment

**U**NDER the chairmanship of Harry A. Wheeler, of Chicago, the committee on employment plans and suggestions of the President's Organization on Unemployment Relief has offered a series of definite recommendations designed to promote employment in public and private industry and thus hasten economic recovery.<sup>1</sup> It is brought out in the introductory statement to the program that the desire for a resumption of normal business activity is the earnest wish of all, and that even though complete recovery must await the removal of adverse conditions throughout the world we should cease to delay improvement through passive acceptance of the situation and should make a concerted and determined effort to correct domestic conditions.

### Recommendations

THE recommendations made are 10 in number and are here quoted in full. Although the program of the President's Organization on Unemployment Relief is primarily one of relief, it contains, in addition to measures for direct relief, suggestions for the laying of a firm foundation for rebuilding a sound, permanent national prosperity.

"1. United national action to encourage every American citizen now employed to resume normal buying—to use available income to purchase goods normally needed and in the replacement of which labor is employed—is a condition precedent to any hopeful program to constructively increase employment; continued and further restriction of consumption of goods and of expenditures for improvements and replacements inevitably will offset any and every effort for emergency relief.

"2. Public confidence in our financial and credit structures must be reestablished. Withdrawals of money from circulation for hoarding seriously restrict credit and operate to delay business recovery. The creation of the National Credit Corporation and such further agencies, either public or private, heretofore suggested by the President to insure further and more certain fluidity of banking resources, will bring ready response in increased activity in productive and distributive forces of the country.

"3. In addition to expansion of basic credit facilities, including those already instituted by the President, bankers of the United States may make their effective contribution to the national program for resumed normal activities, through assuming as liberal and encouraging an attitude as possible toward the credit requirements of their average customer.

<sup>1</sup> Press release of Oct. 29, 1931.



"In considering extension of credit lines, bankers now might give due weight to intangibles, to broad conditions influencing credit reports, and to the related interests of the country and the general public.

"4. The spreading of available work in industrial, commercial, and professional enterprises still is the most fruitful field for immediate unemployment relief. Workers have generously shared hours of labor and a substantial proportion of employers have given earnest and sincere cooperation, but abundant evidence is at hand that a large number of employers has not responded. Therefore the committee renews its recommendations of September 28 with an earnest appeal that an immediate survey be made by each employer and that application be made of the detailed and specific suggestions set up in another part of this report.

"5. As distinguished from private employment, there is a vast group in Federal, State, and local public service under civil service appointment which in general has not felt the pinch of unemployment, nor been called upon to share their hours of work.

"If a truly concerted national effort is to be attained, this group, representing one of the largest single blocs of labor, must be called upon for their fair contribution.

"This committee urges upon the elected and appointed officers of the Federal, State, and municipal governments and the heads of all departments to at once enter into an appraisal of the facts and to make a definite effort to contribute to the general objective.

"6. The committee urges that nothing be omitted to make immediately available new additional employment represented by public work already authorized and appropriated for but delayed or blocked by removable legal obstacles and supervisory red tape.

"7. Special consideration in the effort to spread employment should be given to provision of part-time employment, at least, for the white-collar class, male and female, which heretofore has received less than reasonable notice and which represents a need and a distress often more acute than that of the industrial worker.

"8. In making effective the spread of employment, consideration should be given by every unit of industry to the capacity of each individual employee for self-help and to his personal and community responsibilities. The committee views this recommendation as of major importance.

"9. Community and district surveys to determine the extent of made work available, whether of industrial, civic, or private origin, and to allocate such work to best advantage in conjunction with other local relief efforts, already are accomplishing material results. These should be fostered and the endeavor made to extend them to every section of the country, not only for the sustaining employment thereby developed but also for their influence in bringing home to the average citizen his part in the emergency.

"10. As a special emergency measure for this winter, a survey should be made of the possibility for transfer of surplus labor from cities to farms, on a work-for-keep and/or other basis, with a view to supplying help needed in agrarian sections but unavailable because of lack of financial strength, and to relieve pressure upon urban relief agencies."

## Efforts to Keep Children and Young Persons in School

**T**HE President's Organization on Unemployment Relief, in press releases of October 5 and 7, 1931, calls attention to the efforts being made to keep children and young persons in school this coming winter as an aid to the employment situation. It appears that in many sections of the country the conscious effort made to increase the enrollment of children in schools has met with success, and a school enrollment in excess of last year has resulted.

### Primary and Secondary Schools

IN VARIOUS districts, funds additional to the regular appropriations have been made available in order that the public schools may be brought within the reach of children for whose education the parents could not provide. For example, in Pennsylvania special funds have been provided and are being used to pay the tuition of high-school students in neighboring communities, in cases where the rural areas in which they live are unable to support the necessary schools. In Spencer, Nebr., living quarters have been furnished for school children whose parents could not otherwise send them to school and the school-teachers have subscribed money to buy food for them. In Providence, R. I., a material increase has taken place in the number of applications for and awards of high-school scholarships. The additional money needed for these scholarships has been raised with the aid of the parent-teacher association, local organizations, and foundations.

### Colleges and Universities

REPORTS from more than 200 colleges and universities show increased attendance, according to the President's Organization on Unemployment Relief. Attention is called to the fact that these larger enrollments serve to keep young persons from competing with the heads of families for jobs, while at the same time they offer the students opportunity for better preparation for later employment. It appears that funds to finance needy students are raised in a variety of ways, i. e., through special contributions, use of college resources and credit, proceeds from football games, etc.

At Massachusetts Institute of Technology, student loans of nearly \$150,000 have been made available thus far. The faculty of the College of the City of New York is contributing \$1,500 monthly for student aid. In other colleges loan funds are being increased and the number of part-time jobs for students increased.

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## Efforts to Improve Employment Conditions in Baltimore

**A**PPPOINTMENT of a committee on unemployment in Baltimore was made by the city administration in July, 1928, upon the suggestion of a group of citizens. On May 12, 1930, a permanent organization, the Municipal Commission on Employment Stabiliza-

tion, was set up and this body in conjunction with the Municipal Free Employment Service has recently made a report on organization activities in unemployment matters.<sup>2</sup>

### Program

THE Municipal Commission on Employment Stabilization has devoted itself to developing a variety of measures to improve employment conditions. Among them is the development of an emergency code of employment practice under the terms of which it is suggested that preference be given to heads of families in hiring workers, that the number of working hours per week per person be reduced to avoid lay-off and that extra repair work or plant extension be undertaken where possible. The commission has also made a campaign for temporary jobs, established the Municipal Free Employment Service of Baltimore, and urged the undertaking and speeding up of construction programs whenever possible.

Development of a plan for stabilizing employment in Baltimore and keeping unemployment at a minimum in the future has also claimed the attention of the commission. In this campaign the cooperation of employers in the city has been sought and the experience of employers who have developed stabilization programs has been made available for the guidance of managements generally. The commission has also submitted to employers a tentative plan for the payment of unemployment benefits, the funds to be raised by employer appropriations of 2 per cent of pay roll. In order that workers, who have suffered the loss of their positions through technological and other industrial changes, may again enter industry, the commission is cooperating with the school authorities to introduce a series of vocational training courses. Along with these activities a fact-finding program is being carried on to ascertain with accuracy what the trends in employment activity have been.

The Municipal Free Employment Service opened on December 22, 1930, and had on August 15, 1931, made placements of 1,757 persons out of a total of 7,713 registrants, that is, 22.8 per cent of registrants. The service superseded a former municipal employment bureau.

In closing its report the Municipal Commission on Employment Stabilization urges: (1) Stabilization of business; (2) establishment of unemployment benefit plans in industrial concerns so that workers may be protected when unusual circumstances make lay-off necessary; and (3) employer support in coordinating activities in the Baltimore labor market through the Municipal Free Employment Service.

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### Unemployment in Pennsylvania, June, 1931

**A**N ESTIMATE of the number unemployed and an analysis of industrial employment and wage payments in Pennsylvania in June, 1931, are made in Special Bulletin No. 33 of the bureau of statistics of the department of labor and industry of that State, which is entitled "How many are jobless in Pennsylvania?"

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<sup>2</sup> Report of the Municipal Commission on Employment Stabilization and the Municipal Free Employment Service, Baltimore, Md., September, 1931.

The United States census of unemployment, taken in April, 1930, was used as a starting point and an estimate for two months after was predicated on the following changes shown in the indexes of volume of industrial employment in Pennsylvania from April, 1930, to June, 1931:

Industry	Per cent of change <sup>3</sup>
Agriculture.....	+1.9
Manufacturing.....	-18.7
Construction and contracting.....	-22.8
Anthracite coal mining.....	-12.5
Bituminous coal mining.....	-18.5
Retail trade.....	-5.9
Wholesale trade.....	-1.0

Each county in Pennsylvania was classified according to its predominant type of industry—agriculture, mining, or manufacture. The factors of the change in industrial employment from April, 1930, to June, 1931, were then applied to the employment totals for the different counties. Indexes for city areas were used in cases when such indexes were considered to be more indicative than those for the State.<sup>5</sup> The estimated total of unemployed in the State was 918,768<sup>5</sup> as of June, 1931, or 24.7 per cent, of the normally occupied persons as enumerated in the 1930 census.<sup>5</sup>

The following is the full text of the summary of the above-mentioned bulletin:

“The estimated number of unemployed in Pennsylvania for June, 1931, is believed to be approximately 919,000 persons, or nearly 25 per cent of the total working population.

“The prevalence of unemployment in the principal industries of the State is shown by a comparison of the employment and wage payment indexes compiled for these industries.

EMPLOYMENT AND PAY ROLLS FOR JUNE, 1931, COMPARED WITH JUNE, 1930, AND WITH JUNE, 1929

Industry	Employment: Per cent of decrease compared with—		Pay rolls: Per cent of decrease compared with—	
	June, 1930	June, 1929	June, 1930	June, 1929
	Manufacturing.....	18.6	24.9	32.0
Metals.....	23.2	31.1	40.4	52.2
Textiles.....	12.9	19.2	14.0	35.4
Anthracite coal mining.....	17.1	22.2	22.8	20.4
Bituminous coal mining.....	12.1	17.5	36.2	47.0
Construction and contracting.....	34.7	35.8	45.1	50.7
Wholesale trade.....	1.6	5.6	(1)	(1)
Retail trade.....	4.8	8.1	(1)	(1)

<sup>1</sup> No data available.

“Employment and pay rolls in construction and contracting show the largest decline in the past two years. The second largest reduction is shown for manufacturing, with a preponderance of this reduc-

<sup>3</sup> Data compiled by Philadelphia Federal Reserve Bank, in cooperation with State department of labor and industry.

<sup>4</sup> Index of United States Department of Agriculture for Middle Atlantic States—Jan. 1, 1930, to Jan. 1, 1931.

<sup>5</sup> The estimate does not take into account the rapid increase of unemployment in the counties of western Pennsylvania most seriously affected by the strike of the bituminous coal miners.

tion in the metal and textile industries. Employment in anthracite-coal mining for June is shown to be 22 per cent lower than it was at this period two years ago, a greater percentage decline than is shown for the bituminous industry. Pay rolls in bituminous mining for June, 1931, however, were only slightly more than half of their total for the same month two years ago.

"Employment in wholesale trade in the past two years has declined nearly 6 per cent, while employment in retail establishments has decreased more than 8 per cent.

"Average weekly earnings of workers in manufacturing have fallen from a peak of \$27.53 a week in May, 1929, to \$21.25 in June, 1931, a 22.8 per cent decline.

"Average hourly earnings of workers in manufacturing have shown little variation in the four years prior to 1930 but have fallen from 60 cents an hour in June, 1930, to 55.9 cents an hour in June, 1931.

"The prevalence of part-time employment is shown by the drop in hours worked in manufacturing from an average of 50 hours a week in the spring of 1929 to an average of 38 hours in June, 1931, a 24 per cent reduction.

"Wage-rate reductions affecting approximately 15 per cent of the total number of workers engaged in the manufacturing industry of Pennsylvania have been reported during the last year and a half. The average size of the wage cut was 10.8 per cent. This is the record of wage reductions voluntarily reported by employers. It does not include a record of reductions made and not reported, nor does it include records of wage cuts affecting employees laid off at one rate and rehired at a lower rate.

"The ratio of applicants for employment to jobs open, as reported from State public employment offices, reached a higher mark in June, 1931, than at any other period of the nine years for which comparative records of public employment office activities are available. The figure for June, 1931, was 409 applicants for every 100 available jobs, or more than four to one. In June, 1930, the ratio was 320 applicants for every 100 openings."

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### Stabilization Plan in Wisconsin Lumber Industry<sup>6</sup>

THE lumbermen in the State of Wisconsin have inaugurated what is said to be the first practical attempt of an entire industrial group to give a certain fixed amount of employment to the workers of an industry.

The Wisconsin lumbermen signed a contract, approved by Governor La Follette's executive council in October, by which it was agreed to maintain production at a fixed percentage of capacity in all of their plants so as to avoid complete shutdowns. A committee, made up of seven representatives of the lumbermen and of five persons appointed with the approval of the State department of agriculture and markets, will superintend the carrying out of the contract in such a way as to increase the production evenly throughout the industry if the demand warrants it. The agreement provides that for the period July 1, 1931, to July 1, 1932, the production of each

<sup>6</sup> The National Lumber Bulletin. Washington, November, 1931, p. 6.



plant will be set at 28 per cent of the annual average for the 3-year period, 1927-1929, which were years of large production. In presenting the contract with the lumbermen to the executive council, the governor stated that the agreement was a joint effort to stop the complete shutting down of plants and to create order out of the present disorganized methods of marketing and production.

### Unemployment in Foreign Countries

THE following table gives detailed monthly statistics of unemployment in foreign countries, as shown in official reports, from January, 1930, to the latest available date.

STATEMENT OF UNEMPLOYMENT IN FOREIGN COUNTRIES<sup>1</sup>

Date (end of month)	Australia		Austria	Belgium				Canada
	Trade-unionists unemployed		Compulsory insurance, number unemployed in receipt of benefit	Unemployment insurance societies				Per cent of trade-unionists unemployed
	Number	Per cent		Wholly unemployed		Partially unemployed		
				Number	Per cent	Number	Per cent	
1930								
January.....	(2)	-----	273, 197	22, 542	3. 5	25, 782	4. 0	10. 8
February.....	(2)	-----	284, 543	16, 085	2. 6	31, 222	4. 9	11. 5
March.....	63, 144	14. 6	239, 094	14, 030	2. 2	28, 469	4. 5	10. 8
April.....	(2)	-----	192, 477	13, 715	2. 2	36, 605	5. 8	9. 0
May.....	(2)	-----	162, 678	12, 119	1. 9	38, 761	6. 1	10. 3
June.....	80, 595	18. 5	150, 075	12, 226	1. 9	41, 336	6. 5	10. 6
July.....	(2)	-----	153, 185	15, 302	2. 4	48, 580	7. 7	9. 2
August.....	(2)	-----	156, 145	17, 747	2. 8	51, 649	8. 2	9. 3
September.....	90, 379	20. 5	163, 894	23, 693	3. 8	61, 623	9. 9	9. 4
October.....	(2)	-----	192, 778	27, 322	4. 3	54, 804	8. 5	10. 8
November.....	(2)	-----	237, 745	38, 973	6. 1	76, 043	12. 0	13. 8
December.....	104, 951	23. 4	294, 845	63, 585	9. 3	117, 167	17. 0	17. 0
1931								
January.....	(2)	-----	331, 239	77, 181	11. 1	112, 734	16. 2	16. 0
February.....	(2)	-----	334, 041	81, 750	11. 7	121, 906	19. 4	15. 6
March.....	113, 614	25. 8	304, 084	81, 305	11. 3	125, 972	17. 7	15. 5
April.....	(2)	-----	246, 845	70, 377	10. 0	110, 139	15. 6	14. 9
May.....	(2)	-----	208, 852	56, 250	7. 9	97, 755	13. 8	16. 2
June.....	118, 424	27. 6	191, 150	62, 642	8. 9	101, 616	14. 4	16. 3
July.....	(2)	-----	194, 364	64, 644	9. 1	116, 747	16. 3	16. 2
August.....	(2)	-----	196, 321	70, 893	9. 9	120, 669	16. 8	15. 8
September.....	120, 694	28. 3	202, 130	74, 175	10. 3	119, 433	16. 6	18. 1
October.....	-----	-----	228, 101	-----	-----	-----	-----	-----

See footnotes at end of table.

## MONTHLY LABOR REVIEW

## STATEMENT OF UNEMPLOYMENT IN FOREIGN COUNTRIES—Continued

Date (end of month)	Czechoslovakia			Danzig (Free City of)	Denmark		Estonia	Finland
	Number of unem- ployed on live register	Trade-union in- surance funds— unemployed in receipt of benefit		Number of unem- ployed registered	Trade-union unem- ployment funds— unemployed		Number unem- ployed remaining on live register	Number of unem- ployed registered
		Number	Per cent		Number	Per cent		
1930								
January	73,891	39,199	3.6	19,282	55,876	20.3	5,608	12,696
February	86,156	40,550	3.6	21,153	59,363	21.0	4,580	11,545
March	88,005	45,567	4.0	20,376	47,109	15.6	3,575	10,062
April	79,721	42,664	3.7	18,371	33,471	11.8	2,227	7,274
May	77,069	41,098	3.8	16,232	27,966	9.4	2,065	4,666
June	73,464	37,853	3.4	14,975	24,807	8.7	910	3,553
July	77,309	46,800	4.1	15,330	26,200	9.3	762	4,026
August	88,005	52,694	4.7	15,687	26,232	9.0	1,039	5,288
September	104,534	57,542	5.3	16,073	27,700	9.0	1,414	7,157
October	122,379	61,213	5.5	17,307	32,880	11.4	3,282	10,279
November	155,203	65,904	5.9	20,272	44,200	15.3	5,675	10,740
December	239,564	93,476	8.3	24,429	71,100	24.6	6,163	9,336
1931								
January	313,511	104,580	9.5	27,081	70,961	24.2	5,364	11,706
February	343,972	117,450	10.0	28,192	73,427	26.0	4,070	11,557
March	339,505	119,350	10.0	27,070	67,725	22.1	2,765	11,491
April	296,756	107,238	8.9	24,186	45,698	15.3	2,424	12,663
May	249,686	93,941	7.6	20,686	37,856	12.3	1,368	7,342
June	220,088	82,534	6.6	19,855	34,030	11.3	931	6,320
July	209,233	82,759	6.6	20,420	36,369	11.8	634	6,790
August	214,520	86,261	6.9	21,509	35,060	11.8	933	9,160
September	228,383	84,671	6.8	22,922	35,871	12.1	2,096	12,176
October	253,518				47,196	16.0		

Date (end of month)	France		Germany				
	Number of unem- ployed in receipt of benefit	Number of unem- ployed registered	Trade-unionists			Number unem- ployed in receipt of benefit	
			Wholly unem- ployed		Partially unem- ployed		
Number	Per cent	Number	Per cent	Number	Per cent		
1930							
January	1,484	3,217,608	1,004,787	22.0	501,950	11.0	2,482,648
February	1,683	3,365,811	1,076,441	23.5	593,380	13.0	2,655,723
March	1,630	3,040,797	995,972	21.7	576,153	12.6	2,347,102
April	1,203	2,786,912	926,831	20.3	553,098	12.1	2,081,068
May	859	2,634,718	895,542	19.5	552,318	12.0	1,889,240
June	1,019	2,640,681	896,465	19.6	578,116	12.6	1,834,662
July	856	2,765,258	930,777	20.5	631,903	13.9	1,900,961
August	964	2,883,000	984,384	21.7	670,466	14.8	1,947,811
September	988	3,004,000	1,011,820	22.5	677,627	15.1	1,965,348
October	1,663	3,252,000	1,061,570	23.6	693,379	15.4	2,071,730
November	4,893	3,683,000	1,167,930	26.0	721,658	16.1	2,353,980
December	11,952	4,384,000	(2)	31.7	(2)	16.9	2,822,598
1931							
January	28,536	4,887,000	(2)	34.2	(2)	19.2	3,364,770
February	40,766	4,972,000	(2)	34.5	(2)	19.5	3,496,979
March	50,815	4,756,000	(2)	33.6	(2)	18.9	3,240,523
April	49,958	4,358,000	(2)	31.2	(2)	18.0	2,789,627
May	41,339	4,053,000	(2)	29.9	(2)	17.4	2,507,732
June	36,237	3,954,000	(2)	29.7	(2)	17.7	2,353,657
July	35,916	3,976,000	(2)	31.0	(2)	19.1	2,231,513
August	37,673	4,215,000	(2)	33.6	(2)	21.4	2,376,589
September	38,524	4,355,000	(2)	35.1	(2)	22.2	2,483,364
October	51,654	4,622,000					
November	481,553						

See footnotes at end of table.

STATEMENT OF UNEMPLOYMENT IN FOREIGN COUNTRIES—Continued

Date (end of month)	Great Britain and Northern Ireland				Great Britain	Hungary			
	Compulsory insurance				Number of persons registered with employment exchanges	Trade-unionists unemployed			
	Wholly unemployed		Temporary stoppages			Christian (Budapest)	Social-democratic		
	Number	Per cent	Number	Per cent			Number	Per cent	
1930									
January	1,183,974	9.8	336,474	2.8	1,491,519	1,161	21,533	14.5	
February	1,211,262	10.0	371,840	3.1	1,539,265	1,120	21,309	14.8	
March	1,284,231	10.6	409,785	3.4	1,677,473	983	21,016	14.6	
April	1,309,014	10.8	451,506	3.8	1,698,386	906	20,139	13.7	
May	1,339,595	11.1	516,303	4.2	1,770,051	875	19,875	13.6	
June	1,341,818	11.1	569,931	4.7	1,890,575	829	18,960	13.0	
July	1,405,981	11.6	664,107	5.5	2,011,467	920	19,081	13.2	
August	1,500,990	12.4	618,658	5.1	2,039,702	847	21,013	14.5	
September	1,579,708	13.1	608,692	5.0	2,114,955	874	22,252	16.0	
October	1,725,731	13.9	593,223	4.8	2,200,413	999	22,914	16.7	
November	1,836,280	14.8	532,518	4.3	2,274,338	975	23,333	17.0	
December	1,853,575	14.9	646,205	5.3	2,392,738	935	24,648	17.9	
1931									
January	2,044,209	16.5	618,633	5.0	2,613,749	953	26,191	19.1	
February	2,073,578	16.7	623,844	5.0	2,627,559	965	27,089	19.8	
March	2,052,826	16.5	612,821	5.0	2,581,030	996	27,092	(2)	
April	2,027,896	16.3	564,884	4.6	2,531,674	1,042	27,129	(2)	
May	2,019,533	16.3	558,383	4.5	2,596,431				
June	2,037,480	16.4	669,315	5.4	2,629,215				
July	2,073,892	16.7	732,583	5.9	2,662,765				
August	2,142,821	17.3	670,342	5.4	2,732,434				
September	2,217,080	17.9	663,466	5.3	2,879,466				
October	2,305,388	18.1	487,591	3.8	2,755,559				
Date (end of month)	Irish Free State		Italy		Latvia	Netherlands		New Zealand	
	Compulsory insurance—unemployed		Number of unemployed registered		Number unemployed remaining on live register	Unemployment insurance societies—unemployed		Trade-unionists unemployed	
	Number	Per cent	Wholly unemployed	Partially unemployed		Number	Per cent	Number	Per cent
1930									
January	31,592	11.1	466,231	23,185	9,263	56,535	13.9	(2)	
February	(2)		456,628	26,674	8,825	50,957	12.5	4,348	8.5
March	(2)		385,432	28,026	6,494	34,996	8.6	(2)	
April	26,027	9.2	372,236	24,305	3,683	28,421	6.9	(2)	
May	(2)		367,183	22,825	1,421	26,211	6.3	5,884	10.9
June	(2)		322,291	21,887	779	23,678	5.5	(2)	
July	23,393	8.2	342,061	24,209	607	29,075	6.7	(2)	
August	(2)		375,548	24,056	573	32,755	7.6	7,197	13.5
September	(2)		394,630	22,734	1,470	35,532	8.2	(2)	
October	20,775	(2)	446,496	19,081	6,058	41,088	9.6	(2)	
November	22,990	(2)	534,356	22,125	8,608	46,807	11.8	8,119	15.5
December	25,622	(2)	642,169	21,788	10,022	72,191	16.5	(2)	
1931									
January	26,167	(2)	722,612	27,924	9,207	103,728	23.4	(2)	
February	28,681	(2)	765,325	27,110	8,303	99,753	22.2	(2)	
March	26,825	(2)	707,486	27,545	8,450	80,525	17.7	529,434	
April	25,413	(2)	670,353	28,780	6,390	68,860	14.3	537,598	
May	23,970	(2)	635,183	26,059	1,871	60,189	12.2	536,921	
June	23,016	(2)	573,593	24,206	1,584	59,573	11.7	542,523	
July	21,427	(2)	637,531	25,821	2,169	69,026	13.3	546,359	
August	21,647	(2)	693,273	30,636	4,618	70,479	15.3	548,396	
September	21,897	(2)	747,764	(2)		69,458	15.4	551,018	
October			790,744	(2)					

See footnotes at end of table.

## STATEMENT OF UNEMPLOYMENT IN FOREIGN COUNTRIES—Continued

Date (end of month)	Norway			Poland				Rumania	
	Trade-unionists (10 unions) unemployed		Number unemployed remaining on live register	Number unemployed registered with employment offices	Industrial workers				
	Number	Per cent			Extractive and manufacturing industries—wholly unemployed		Manufacturing industries—partially unemployed		
				Number	Per cent	Number	Per cent	Number unemployed remaining on live register	
1930									
January	7,786	19.0	22,549	241,974	219,333	24.3	108,812	24.8	12,622
February	7,851	18.9	22,974	274,708	251,627	27.5	120,058	28.4	15,588
March	7,503	17.8	22,533	289,469	265,135	28.7	120,844	28.9	13,045
April	6,701	15.8	19,829	271,225	246,670	27.0	113,594	26.9	13,412
May	5,239	12.2	16,376	224,914	201,116	23.0	104,469	24.2	25,096
June	4,700	10.8	13,939	204,982	182,600	21.6	94,375	22.2	22,960
July	4,723	10.8	11,997	193,687	170,665	20.5	70,597	17.0	23,236
August	5,897	13.4	12,923	173,627	150,650	18.3	74,289	17.1	24,209
September	7,010	15.7	17,053	170,467	146,642	17.8	74,285	16.5	39,110
October	8,031	18.0	20,363	165,154	141,422	17.5	91,854	14.8	36,147
November	9,396	21.4	24,544	209,912	( <sup>2</sup> )		106,835	23.6	42,689
December	11,265	25.5	27,157	299,797	( <sup>2</sup> )		95,637	23.1	36,212
1931									
January	11,692	26.3	28,596	340,718	( <sup>2</sup> )		82,717	23.8	38,804
February	( <sup>2</sup> )		29,107	358,925			92,838	27.1	43,270
March	11,213	24.9	29,095	372,536					48,226
April	( <sup>2</sup> )		28,477	351,679					41,519
May			25,206	313,104					33,484
June			22,736	274,942					28,093
July			20,869	255,179					29,250
August			22,431	246,380					22,718
September			27,012	251,608					22,969
October			29,340	253,355					
Date (end of month)	Saar Territory	Sweden		Switzerland				Yugoslavia	
	Number unemployed registered	Trade-unionists unemployed		Unemployment funds					
		Number	Per cent	Wholly unemployed		Partially unemployed			
				Number	Per cent	Number	Per cent	Number of unemployed registered	
1930									
January	11,307	45,636	14.2	10,523	4.4	10,710	4.4	8,508	
February	11,949	45,460	13.2	9,971	4.1	11,445	4.7	9,437	
March	8,882	42,278	12.5	7,882	2.6	12,642	4.2	9,739	
April	7,522	38,347	11.1	5,203	2.1	12,755	5.3	12,052	
May	7,362	28,112	8.3	5,356	2.2	13,129	5.4	8,704	
June	6,330	28,956	8.1	5,368	1.7	17,688	5.7	6,991	
July	7,095	27,170	7.8	4,751	1.9	15,112	6.2	7,236	
August	7,099	28,539	8.1	5,703	2.3	19,441	7.9	6,111	
September	7,527	34,963	9.8	7,792	2.5	26,111	8.3	5,973	
October	9,013	43,927	12.2	7,399	3.0	23,309	9.4	6,609	
November	12,110	57,070	15.3	11,666	4.7	25,793	10.5	7,219	
December	15,245	86,042	22.9	21,400	6.6	33,483	10.4	9,989	
1931									
January	18,921	69,437	19.8	20,551	8.3	30,977	12.5	11,903	
February	20,139	66,923	18.4	20,081	7.9	30,879	12.2	14,424	
March	18,292	72,944	19.3	18,991	5.4	41,880	12.4	12,029	
April	18,102	64,534	17.5	10,389	4.0	27,726	10.6	11,391	
May	14,886	49,807	13.2	9,174	3.5	26,058	9.9	6,929	
June	15,413	45,839	12.1	12,577	3.6	34,266	9.7	4,431	
July	17,685	46,180	12.4	12,200	3.3	39,000	11.3	6,672	
August	20,205	48,590	12.7	9,754	3.6	33,346	12.4	7,466	
September	21,741	54,405	13.7	15,188	4.0	( <sup>2</sup> )	( <sup>2</sup> )	7,753	

<sup>1</sup> Sources: League of Nations—Monthly Bulletin of Statistics; International Labor Office—International Labor Review; Canada—Labor Gazette; Great Britain—Ministry of Labor Gazette; Austria—Statistische Nachrichten; Australia—Quarterly Summary of Australian Statistics; Germany—Reichsarbeitsblatt, Reichs Arbeitsmarkt Anzeiger; Switzerland—Wirt. u. Social. Mitteilungen, La Vie Economique; Poland—Wiedomosci Statystyczne; Norway—Statistiske Meddelelser; Netherlands—Maandschrift; Sweden—Sociala Meddelanden; Denmark—Statistiske Efterretninger; Finland—Bank of Finland Monthly Bulletin; France—Bulletin du Marché du Travail; Hungary—Magyar Statistikai Szemle; Belgium—Revue du Travail; New Zealand—Monthly Abstract of Statistics; U. S. Department of Commerce—Commerce Reports; and U. S. Consular Reports.

<sup>2</sup> Not reported.

<sup>3</sup> Provisional figure.

<sup>4</sup> Nov. 21, 1931

<sup>5</sup> New series of statistics showing unemployed registered by the employment exchanges. Includes not only workers wholly unemployed but also those intermittently employed.

## Changes in Employment and Unemployment in Great Britain

A TABLE was published in the Monthly Labor Review for June, 1931 (p. 56), giving the number of employed and unemployed workers in Great Britain and Northern Ireland from the beginning of 1930 to the end of March, 1931. In its issue for October, 1931, the Ministry of Labor Gazette gives a table bringing these figures up to the end of September, 1931, with the following explanation of how they are computed:

The figures in [the final] column have been obtained by deducting from the total estimated numbers insured, the average numbers recorded as unemployed and the numbers directly involved in trade disputes, together with an allowance of 3½ per cent of the numbers insured in respect of absences from work through sickness and other forms of unrecorded nonemployment other than recognized holidays.

INSURED WORKERS AND NUMBER UNEMPLOYED AND EMPLOYED, WITH INDEX NUMBERS THEREOF, JANUARY 1, 1930, TO SEPTEMBER 30, 1931

Period	Total insured, aged 16 to 64	Number unemployed	Number not recorded as unemployed	Estimated number employed	
				Including persons involved in trade disputes	Not including persons involved in trade disputes
1930					
January to March.....	11,995,000	1,552,000	10,443,000	10,023,000	10,021,000
April to June.....	12,115,000	1,784,000	10,331,000	9,907,000	9,868,000
July to September.....	12,197,000	2,056,000	10,141,000	9,714,000	9,712,000
October to December.....	12,290,000	2,317,000	9,973,000	9,543,000	9,540,000
1931					
January to March.....	12,380,000	2,595,000	9,785,000	9,352,000	9,308,000
April to June.....	12,467,000	2,550,000	9,917,000	9,480,000	9,474,000
July to September.....	12,550,000	2,758,000	9,792,000	9,353,000	9,342,000
July.....	12,525,000	2,732,000	9,793,000	9,354,000	9,333,000
August.....	12,550,000	2,738,000	9,812,000	9,373,000	9,365,000
September.....	12,575,000	2,804,000	9,771,000	9,331,000	9,326,000
<i>Index numbers (1924=100)</i>					
1930					
January to March.....	108.3	136.5	105.1	105.0	105.3
April to June.....	109.4	156.9	104.0	103.8	103.7
July to September.....	110.2	180.8	102.1	101.7	102.1
October to December.....	111.0	203.8	100.4	99.9	100.3
1931					
January to March.....	111.8	228.2	98.5	97.9	97.8
April to June.....	112.6	224.3	99.8	99.3	99.6
July to September.....	113.3	242.6	98.6	98.0	98.2
July.....	113.1	240.3	98.6	98.0	98.1
August.....	113.3	240.8	98.8	98.2	98.4
September.....	113.6	246.6	98.3	97.7	98.0

Up to the end of 1930, in spite of the rise in unemployment, the number employed remained greater than it had been in 1924; in other words, the growth of the insured population made possible a simultaneous increase in employment and in unemployment, as compared with the situation in 1924. From the beginning of 1931, however,



the increase in unemployment caught up with and passed the increase in the insured population, so that the index figure for each of the first three quarters of 1931 fell below 100.

Since these figures were assembled, however, there has been a distinct improvement in the industrial situation, which is the more noticeable as unemployment is apt to increase in October. The Manchester Guardian for October 21 gives the following statement of the position:

The unemployment total for Great Britain again shows a decrease. On October 12 the reduction on the week was 24,774, which, added to the drop of 33,252 the week before, gives a net reduction of 58,000 in a fortnight. The improvement which has set in since the suspension of the gold standard is very largely in the great exporting industries, the reduction of unemployment in which has been big enough to outweigh the seasonal increase in unemployment in the home trades. The north and midlands have benefited most.

This week's Ministry of Labor return shows that on October 12 there were 2,766,746 on the registers of the employment exchanges—2,120,410 wholly unemployed, 531,002 temporarily stopped, and 115,334 normally in casual employment.

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### Unemployment in Mexico in July, 1931

**A**CCORDING to an article appearing in *El Universal* of July 24, 1931, the National Statistical Office of Mexico states that the number of persons unemployed in that country was 144,772 on July 23.

This figure is based on the results of an inquiry covering 2,500 municipalities. The State of Jalisco, a purely agricultural district having 36,950 persons unemployed, and Michoacan, having 22,000 unemployed, rank highest in this respect.

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### Unemployment Relief Measures in New Zealand

**I**N JULY, 1931, the New Zealand Legislature passed an act changing in several particulars the unemployment act which had been adopted a year earlier. (See *Labor Review*, February, 1931, p. 85.) As summarized in the English Ministry of Labor Gazette for October, 1931, the new act "empowers the Minister of Finance to make advances within specified limits from the consolidated fund in respect of the Government subsidy to the unemployment fund, reconstitutes the unemployment board, and provides for the imposition of an unemployment relief tax, consisting of a general unemployment levy and an emergency unemployment charge, in substitution for the unemployment levy payable under the original act."

The unemployment board, as reconstituted, is reduced from eight to five members, and consists of the minister responsible for the administration of the act, a commissioner of unemployment, and three paid members appointed by the Governor-General for a term of two years.

The original act provided for a levy of 30s. (\$7.30) a year to be imposed on all male persons aged 20 and upward, with certain specified exemptions. The new act changes this levy to 20s. (\$4.87) a year, retaining the former exemptions and providing that others may be made should this seem desirable on grounds of public policy, and

adds to the levy a special tax of 3d. (6 cents) in the pound (\$4.87), known as the emergency unemployment charge, which is to be assessed as follows:

The emergency unemployment charge is payable at the rate of 1d. [2 cents] for every 6s. 8d. [\$1.62], or part thereof, of—

(a) The income from salary or wages (other than wages received by any woman or girl in respect of private domestic service, or wages received by any worker in respect of employment on relief works where wages are paid from the unemployment fund) received by any person on or after August 1, 1931;

(b) Two-thirds and one-third, respectively, of the amount of the income from sources other than salary or wages, derived by any person, not wholly exempt from liability to pay the general unemployment levy, for the years ended March 31, 1931 and 1932;

(c) Two-thirds and one-third, respectively, of the amount of the income from sources other than salary or wages derived for the years ended March 31, 1931 and 1932, by any woman, ordinarily resident in New Zealand, whose total income received from all sources was not less than £250 [\$1,216.63] during this year.

In its original form this act, like that of 1931, made no provision for the care of unemployed women, but this omission was so strongly attacked by the labor representatives in the legislature that a provision was inserted requiring the unemployment board to appoint special committees to deal with assistance to women and the questions of land development.

No change was made in the terms of the original bill regarding the sustenance allowances to be given unemployed persons.

In its issue for October 12, 1931, Industrial and Labor Information (Geneva) gives some details as to the situation of the unemployment relief work and the anticipated policy of the new board. On August 11 the number of unemployed registered at the employment exchanges was 48,396, and the board was spending approximately £50,000 (\$243,325) per week, which is about the rate it will receive as revenue during the year ending July 31, 1932, if the new provisions work out as expected.

A statement of the policy of the new unemployment board, the personnel of which was announced on July 31, was made by the Minister of Labor on August 29. The board on its establishment found the unemployment fund overdrawn by £224,000 [\$1,090,096], and will aim at the diversion of expenditure on unemployment relief into more productive channels. It proposes to establish camps in the country districts where single men will be engaged on developmental work, such as the construction of roads to remote districts, and the preparation of land for settlement. It is expected thus to employ 1,000 men immediately, and if the scheme is successful all the single workers may ultimately be similarly employed, thus reducing the present heavy expenditure on city works having little community value.

## OLD-AGE PENSIONS

### Widows', Orphans', and Old-Age Pensions, England and Wales, 1930-31

THE twelfth annual report of the English Ministry of Health, covering the fiscal year ending March 31, 1931, contains a statement of the work done under the contributory pensions act. During the year claims were made under the principal act of 1925 for 77,466 widows' and 2,011 orphans' pensions and awards were made in the case of 59,365 widows and 1,711 orphans, and 14,333 claims for widows' and 265 claims for orphans' pensions were disallowed or withdrawn as failing to satisfy the statutory conditions. At the end of the year pensions were being paid to 287,162 widows, and in respect of 251,110 children, of whom 13,633 were full orphans and 237,477 were half orphans. The following figures are given as to the amount spent for these pensions:

#### AMOUNTS SPENT FOR WIDOWS' AND ORPHANS' PENSIONS IN ENGLAND AND WALES IN SPECIFIED PERIODS

[Conversions into United States currency on basis of £=\$4.8665]

Period covered	Widows' pensions, including allowances for children		Orphans' pensions	
	English currency	United States currency	English currency	United States currency
Week ending Mar. 31, 1931.....	£203, 000	\$987, 900	£4, 400	\$21, 413
Year ending Mar. 31, 1931.....	9, 880, 000	48, 081, 020	263, 500	1, 282, 323
From commencement of scheme up to Mar. 31, 1931.	38, 177, 500	185, 790, 804	1, 227, 000	5, 971, 196

These pensions first became payable on January 4, 1926, so that the period from "commencement of scheme up to March 31, 1931," represents five years and a quarter.

*Contributory old-age pensions.*—The following summary is given of the work done during the year in connection with contributory old-age pensions for persons between the ages of 65 and 70:

Number of claims received during the year.....	186, 373
Number of awards during the year.....	157, 300
Number of beneficiaries, Mar. 31, 1931.....	537, 567
Amount paid in respect of these pensions (approximately):	
For week ending Mar. 31, 1931.....	£276, 000   [\$1, 343, 154]
For year ending Mar. 31, 1931.....	£13, 799, 000   [\$67, 152, 834]
From commencement of scheme (Jan. 2, 1928) to Mar. 31, 1931.....	£40, 243, 500   [\$195, 844, 993]

Through failure to satisfy the statutory conditions 47,103 claims were disallowed or withdrawn.

*Old-age pensions at age of 70, payable by virtue of contributory pensions acts.*—The number of such pensions current at March 31, 1931, was 449,119.

*Widows' pensions under act of 1929.*—Under an act passed in 1929 (see Labor Review, February, 1930, p. 46) pensions were awarded to widows aged 55 and over, whose husbands had died or had reached the age of 70 before the act of 1925 came into force. July 1, 1930, was the first date of payment under this act, and widows became eligible at varying dates thereafter according to the age they had attained. Up to March 31, 1931, the claims received under this act numbered 301,293, awards made were 236,666, the number of beneficiaries at the close of the fiscal year was 221,812, and the total amount paid from July 1, 1930, to March 31, 1931, was £3,700,000 (\$18,006,050).

*Pensions current March 31, 1931.*—On March 31, 1931, the number of persons in England (or persons who have gone to some part of the British Dominions from England), to or in respect of whom pensions under or by virtue of the contributory pensions act were being paid had reached a total of 1,746,770. This total (which represents a net increase of approximately 401,600 over the figure as at March 31, 1930) comprises 508,974 widows, 251,110 children (including orphans), 537,567 persons between the ages of 65 and 70, and 449,119 persons over the age of 70.

# TRADE-UNION BENEFITS

## Benefits of Standard National and International Unions, 1930

THE accompanying table shows the benefit services of national and international trade-unions for 1930. The figures are taken from the report of the executive council of the American Federation of Labor to the 1931 convention of that organization and are given to the nearest dollar.

BENEFIT SERVICES OF STANDARD NATIONAL AND INTERNATIONAL TRADE-UNIONS, 1930

Organization	Benefits paid					
	Sick	Death	Unemployment	Old-age pensions	Disability	Miscellaneous
American Federation of Labor						\$2,044
Actors and artists	(1)	(1)	(1)	(1)	(1)	(1)
Asbestos workers	(1)	(1)	(1)	(1)	(1)	(1)
Bakery and confectionery workers	\$112,222	\$22,957				2,050
Barbers	258,730	107,106				(1)
Bill posters and billers	(1)	(1)	(1)	(1)	(1)	(1)
Blacksmiths and drop forgers		11,950				
Boiler makers and iron ship builders	2,410	339,600				2,492
Bookbinders		58,900	\$6,329			3,116
Boot and shoe workers	58,982	29,632			\$5,600	
Brewery, flour, cereal, and soft drink workers	<sup>2</sup> 9,437	<sup>2</sup> 13,066	<sup>2</sup> 2,438			<sup>2</sup> 6,141
Bricklayers, masons, and plasterers	<sup>2</sup> 762	<sup>3</sup> 367,296		<sup>4</sup> \$768,913	<sup>2</sup> 1,750	<sup>2</sup> 1,310
Brick and clay workers	<sup>2</sup> 4,250	<sup>3</sup> 15,100				<sup>2</sup> 1,520
Bridge and structural-iron workers		61,800		158,425		
Broom and whisk makers		700				
Building service employees	(1)	(1)	(1)	(1)	(1)	(1)
Carmen, railway		131,750			10,400	
Carpenters and joiners		715,977		458,100	55,550	2,841
Carvers, wood		5,800				1,439
Cigarmakers		101,100			816	1,368
Clerks, post office	48,872	38,000				
Clerks, railway		373,450				
Clerks, retail		4,975				
Cloth, hat, cap, and millinery workers	5,361		39,480			3,585
Conductors, sleeping car		33,815			4,600	
Coopers		1,750				
Diamond workers	2,574	6,850	16,532			
Draftsmen	(1)	(1)	(1)	(1)	(1)	(1)
Electrical workers		334,800		38,832		
Elevator constructors			<sup>2</sup> 112,000			
Engineers, locomotive	85,812	3,620,960		<sup>5</sup> 2,101,330	112,837	382,908
Engineers, operating		119,000				
Engravers, metal	(1)	(1)	(1)	(1)	(1)	(1)
Engravers, photo	<sup>3</sup> 58,514	<sup>3</sup> 156,425	<sup>2</sup> 739,976		2,612	98,796
Federal employees	<sup>2</sup> 4,315	<sup>2</sup> 2,100				
Fire fighters		(1)	(1)	(1)	(1)	(1)
Firemen and engineers, locomotive	1,218,298	1,133,800		268,000	225,250	
Firemen and oilers	2,500	14,175	3,200	500	2,500	1,000
Foundry employees		1,000				
Fur workers		900	<sup>2</sup> 20,000			
Garment workers (United)		24,700				
Garment workers, ladies'	10,001	4,025	25,700	9,145		
Glass-bottle blowers	<sup>2</sup> 5,670	41,074				
Glass cutters, window		4,300				
Glass workers, flint		24,600				

<sup>1</sup> No international benefits.

<sup>2</sup> Paid by local unions.

<sup>3</sup> Includes local unions' benefits.

<sup>4</sup> Includes disability.

<sup>5</sup> Includes widows' pensions.

<sup>6</sup> No report received.



TRADE-UNION BENEFITS

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BENEFIT SERVICES OF STANDARD NATIONAL AND INTERNATIONAL TRADE-UNIONS, 1930—Continued

Organization	Benefits paid					
	Sick	Death	Unemployment	Old-age pensions	Disability	Miscellaneous
Glove workers.....	(1)	(1)	(1)	(1)	(1)	(1)
Granite cutters.....		\$64,647	\$9,278	\$16,410	\$4,500	
Hatters.....		32,750				
Hodcarriers, building and common laborers.....	<sup>2</sup> \$39,834	<sup>3</sup> 152,745				<sup>2</sup> \$34,992
Horseshoers.....	(1)	(1)	(1)	(1)	(1)	(1)
Hotel and restaurant employees.....	69,602	<sup>3</sup> 55,663				<sup>3</sup> 346,125
Iron, steel, and tin workers.....		39,206	10,192			
Jewelry workers.....	(1)	(1)	(1)	(1)	(1)	(1)
Lathers, wood, wire, and metal.....	<sup>2</sup> 28,914	<sup>3</sup> 54,466			<sup>2</sup> 2,790	
Laundry workers.....	376	3,750	72			
Leather workers.....	639	3,200				
Letter carriers.....	153,305	156,704				
Letter carriers, rural.....	(1)	(1)	(1)	(1)	(1)	(1)
Lithographers.....	(1)	59,730				7,621
Longshoremen.....	(1)	(1)	(1)	(1)	(1)	(1)
Machinists.....	28,448	250,183	31,126		10,000	32,497
Maintenance of way employees.....		222,550				
Marble, stone, and slate polishers, etc.....	<sup>2</sup> 311	<sup>3</sup> 10,025	<sup>2</sup> 16,193			<sup>2</sup> 1,710
Masters, mates, and pilots.....	<sup>2</sup> 427	<sup>2</sup> 1,930	<sup>2</sup> 680			
Meat cutters and butcher workmen.....		25,150				1,992
Metal workers, sheet.....		58,000				4,713
Mine, mill, and smelter workers.....	<sup>2</sup> 12,189	<sup>2</sup> 5,199				
Mine workers (United).....		<sup>2</sup> 1,000,000	<sup>2</sup> 600,000			
Molders.....	176,820	320,773	107,933		17,250	146,359
Musicians.....	(1)	(1)	(1)	(1)	(1)	(1)
Oil field, gas well, and refinery workers.....		5,500	2,000			
Painters, decorators, and paperhangers.....	<sup>2</sup> 117,865	<sup>3</sup> 415,280	<sup>2</sup> 108,647		<sup>2</sup> 171,775	17,135
Paper makers.....		6,126				
Pattern makers.....	<sup>3</sup> 6,937	<sup>4</sup> 11,648				5,339
Pavers, rammers, etc.....	(1)	(1)	(1)	(1)	(1)	(1)
Paving cutters.....		4,469				7,072
Piano and organ workers.....	445	680	7,800			
Plasterers.....		72,225	5,080		3,200	145,104
Plumbers and steam fitters.....	185,000	<sup>3</sup> 387,000	<sup>2</sup> 100,000			25,000
Polishers, metal.....		7,400	17,000			5,875
Potters, operative.....	5,084	16,180				
Powder and high-explosive workers.....	200	300				
Printers, plate and die stamping.....		9,872				
Printing pressmen.....	<sup>2</sup> 49,722	<sup>3</sup> 235,325	<sup>3</sup> 521,508	<sup>3</sup> 82,719	<sup>2</sup> 29,396	20,399
Pulp, sulphite, and paper mill workers.....		2,000				
Quarry workers.....	300	3,625		1,100		27,473
Railroad trainmen.....	495,578	2,943,668		359,600	1,969,829	165,445
Railway conductors.....	253,370	1,740,192			81,500	218,817
Railway employees, street and electric.....		<sup>7</sup> 1,016,451		116,800	23,350	25,979
Railway mail employees.....		50,956			124,728	
Roofers, damp and water proof workers.....		14,600				
Seamer.....	<sup>2</sup> 8,907	<sup>2</sup> 8,090			<sup>2</sup> 600	<sup>2</sup> 3,134
Siderographers.....	(1)	(1)	(1)	(1)	(1)	(1)
Stage employees and moving-picture machine operators.....	(1)	(1)	(1)	(1)	(1)	(1)
Stereotypers and electrotypers.....		27,200				13,980
Stonecutters.....		24,000				
Stove mounters.....		6,500	3,735			7,665
Switch men.....		152,625		63,750		
Tailors.....	<sup>3</sup> 17,859	8,274	<sup>2</sup> 4,000			3,500
Teachers.....	(1)	(1)	(1)	(1)	(1)	(1)
Teamsters, chauffeurs, and stablemen.....						1,950
Telegraphers, railroad.....	9,535	296,454				
Telegraphers, commercial.....	<sup>2</sup> 300	<sup>3</sup> 6,380	<sup>2</sup> 14,083			<sup>3</sup> 30,839
Textile workers (United).....		4,690				82,467
Tobacco workers.....	2,400	4,450				
Typographical union.....	<sup>2</sup> 86,679	<sup>3</sup> 628,816	<sup>2</sup> 783,339	<sup>3</sup> 1,467,371	373,234	<sup>2</sup> 154,884
Upholsterers.....			961			15,876
Wall paper crafts.....	648	5,200				289
Weavers, wire.....	300	<sup>3</sup> 500				
Total.....	3,649,703	<sup>3</sup> 18,527,095	3,311,280	5,910,995	3,234,067	2,064,840

<sup>1</sup> No international benefits.

<sup>2</sup> Paid by local unions.

<sup>3</sup> Includes local unions' benefits.

<sup>4</sup> Includes disability.

<sup>6</sup> No report received.

<sup>7</sup> Includes local union's benefits and disability.

<sup>8</sup> Not the sum of the items but as given in the report.

[1357]

# INDUSTRIAL AND LABOR CONDITIONS

## Provisions Regarding Discharge of Union Members Found in Collective Agreements

THE discharge of union members, except for just and sufficient cause, without previous notice, is prohibited in a large number of collective agreements received by the Bureau of Labor Statistics. The previous notice required by these agreements varies from one-half hour to 15 days. Many agreements provide that if the employer desires to discharge a member he shall notify the representative of the union and give his reason for the intended discharge. If, after investigation by the union, it is found that the member has been unjustly discharged, he must be reinstated and paid for all time lost. One agreement provides that notice of discharge shall not be given during vacation nor for two weeks preceding; another provides that no worker shall be discharged in a week preceding a holiday week.

The majority of the agreements providing for previous notice of discharge also provide that an employee desiring to quit his employment shall give his employer previous notice. Members of the union who violate this provision are disciplined or fined by the union and in a number of these agreements it is provided that a member who fails to give the required notice shall forfeit his pay. A few agreements provide that the employer shall discharge any employee who is suspended or expelled from the union, after due notice from the union giving the reason for suspension.

The railroad agreements contain provisions regarding the discipline, suspension, or dismissal of employees after a service of 30 or 60 days. Under the majority of these agreements the employee must be advised of the reason for suspension or dismissal. If the employee feels that he has been unjustly treated he may request a hearing. By giving proper notice an employee may appeal his case to each succeeding higher official up to and including the highest officer of the company. If the employee is found blameless he shall be returned to the service and paid for actual loss in wages.

The following are examples of the provisions regarding the conditions under which union members may be discharged, as they appear in the various collective agreements:

*Bakery and confectionery workers.*—Should the employer desire to discharge an employee he shall give him one week's notice and his reason for the discharge. Should an employee desire to quit his job he shall give his employer one week's notice; on failure to do so he will be fined \$10 by the local union.

Employer shall not discharge any employee except during the daytime and in the presence of the other employees. No employee shall be discharged during the month preceding the two holidays of Passover and Rosh Hashona.

No member shall lose his employment for refusal to invest money or purchase securities in his employer's business, nor because of work performed for the union.

*Journeyman barbers.*—Whenever an employer discharges a journeyman on Saturday, after he has worked six days, the journeyman shall be entitled to one-half days' extra salary.

The employer agrees to discharge any and all help at any time upon request of the union.

*Billposters.*—An employee must give his employer two weeks' notice, if leaving his employment. The employer will give employee two weeks' notice in event of making a change. Any men used over the steady crew, who work two weeks or more, shall be considered as regular men and shall receive two weeks' notice in writing, the same as the regular crew.

*Bookkeepers, stenographers, and accountants.*—The union will compel members to give two weeks' notice before leaving. The employer shall not dismiss his employees except for just and sufficient cause, nor discharge any member for actions in behalf of the union, and not dismiss any employee without two weeks' notice. Notices of discharge may not be given during vacation or during two weeks preceding it.

*Building-service employees—flat janitors.*—Employer or his agent shall give the janitor 15 days' notice in writing in case of his discharge, provided, however, that where the janitor does not occupy quarters in the building the notice may be 1 day if accompanied by 15 days' pay and, provided further, that where the janitor does occupy quarters in the building he shall have part or all of the 15 days of notice during which to move therefrom. The janitor shall give the owner or agent 15 days' notice in writing before leaving his position, provided however, that if he finds it necessary to leave before the expiration of such 15-day period he shall, upon giving written notice to his employer, have the right to call in another janitor with the prior approval of the owner or agent, said substitute janitor having the proper credentials in the Flat Janitors' Union.

*Building-service employees—window cleaners.*—Employees who have worked for the firm for two weeks or more shall not be laid off or discharged until the employer has placed reasons for proposed discharge before the union. He may not discharge for reason of insufficient work without a hearing to establish that fact.

*Bricklayers, masons, and plasterers.*—If a member is discharged before 10 a. m. he shall receive two hours' pay in addition to the working time due him.

*Carpenters and joiners.*—A member shall have one hour's notice of discharge or lay-off, such hour to be used in reconditioning his tools; or he shall be allowed one hour's pay if he does not receive such notice.

*Cement finishers.*—Any member leaving a job causing loss of material or a hardship on other members, upon charges being preferred by his employer, shall be fined in such sum as the executive board may elect.

*Hoisting and operating engineers.*—If an engineer is discharged no member shall take his place only as a substitute pending investigation. If discharged through no fault of his own or unjustly discharged he shall be returned to his job and paid for lost time, up to one week.

Fourteen days' notice shall be given by engineers or firemen desiring to quit, except on account of sickness.

*Firemen and oilers.*—It is further understood that all firemen and other boiler-room help shall be obliged to give 24 hours' notice before resigning their position, and shall receive 24 hours' notice before being discharged.

*Hod carriers, building and common laborers.*—Any laborer who quits his employer without notifying him the previous shift shall be subject to discipline by the arbitration board.

*Marine painters.*—Any employer who discharges a member for upholding the trade rules of the union shall be deprived of union men until the matter has been settled and all expenses paid to the local union.

*Operative plasterers.*—If employer fails to give a member 30 minutes' notice of discharge he shall pay him for 2 hours' time.

*Plumbers and gas fitters.*—When a member is to be discharged the employer must notify him the same day and give him one hour to collect the tools for the employer and to gather up his personal belongings.

*Sign writers.*—Employer wishing to discharge a member must give him one week's notice; employee wishing to quit the job must give the employer one week's notice.

*Structural and ornamental iron workers.*—No man shall be discharged between the hours of 8 a. m. and 12 noon, or between 1 p. m. and 5 p. m., except for justifiable cause. Justifiable cause shall not be construed to mean lack of work.

*Retail clerks.*—The firm agrees not to discharge any member who has been employed continuously for two weeks or longer except with the consent of the executive board of the union. If firm wishes to discharge such a member it will

give notice to the union and unless the firm is given written permission to discharge such member he shall continue in the employ of the firm. If the firm employs more than one clerk and has given notice of the wish to discharge a clerk the union shall decide which clerk shall be discharged.

*Boot and shoe workers.*—The firm agrees that no member of the union in their employ shall be discharged without just cause, such cause to be satisfactory to the representative of the union.

*Cloth hat and cap makers.*—The employer shall not discharge any employee without the consent of the union. The employer shall file his charges and the union will make an investigation. If sufficient cause is shown the union will consent to the discharge.

*Fur workers.*—No employee shall be discharged for union activities or other reasons except for good cause. If the employer is of the opinion that member should be discharged and good cause exists he shall suspend him from performing work and shall within 24 hours notify the business agent. If the business agent and the employer can not agree upon the question of cause for discharge they shall at once refer the case to the arbitration board.

No worker shall be discharged in a week preceding a holiday week.

*Hosiery workers.*—No employer shall discharge knitters now operating single machines, solely for the purpose of taking advantage of the reduced rates affecting the 2-machine system of operation. Discharged worker may appeal his case. If the executive board feels, after due hearing, that the discharge was unfair such board may take the case to the impartial chairman. Should the decision be in favor of the worker, the employer shall reinstate him in his employ with back pay for the time he was out.

*Ladies' garment workers.*—No employee who has been in the employ of the firm for a period of one week or more shall be discharged unless a complaint is first made against such employee to the union setting forth the reason and an opportunity given the union to investigate. Any employee laid off or discharged in violation of this agreement shall become entitled to pay for all time lost. Should the employer delay the investigation of a wrongful discharge the employee shall be entitled to pay for such discharge regardless of ultimate decision.

*Men's clothing workers.*—It is agreed that discharges or extended lay-offs considered by the management shall first be submitted to the union. The union is herewith granted the right to make a thorough investigation of the matter. If the union finds that the discharge or lay-off is unwarranted and fails to reach an agreement in conference with the employer the case may be brought before an impartial arbitrator whose decision shall be final and binding to both parties.

*Neckwear cutters, makers, and tuckers.*—No man to be discharged without cause, and until the complaint against him has been investigated and decided by a committee of the union. If discharged without cause he shall be reinstated with pay for time lost.

*Journeyman tailors.*—No member who has worked through the busy season shall be discharged during the dull season.

Any member dismissed or discharged and upon inquiry found not guilty shall be reinstated and paid for lost time. Any member whose services are incompetent, or who uses profane language, or is intoxicated may be discharged at any time.

*Cleaners, dyers, and pressers.*—The employer may discharge a member at any time within the first four weeks of employment. After that period no member shall be discharged without a week's notice, except for misconduct or insubordination. Within the first four weeks a member may quit. After such period a member must give his employer one week's notice of his desire to quit. Should a member be suspended or expelled from the union the employer agrees to discharge such member within a week of such notice.

*Coopers.*—The employer shall give one week's notice of his intention to discharge a member and the member shall give one week's notice of his intention to quit his job.

*Fishermen.*—Any man signing under this agreement and discharged without his consent before sailing shall receive \$75 as full compensation to be paid within 48 hours after discharge.

Any man who is discharged or who quits shall be paid only one-half of his run money and his other earnings. If no substitute is hired the part of the run money not paid shall be distributed to needy fishermen or their dependents, or as the majority of the fishermen at the station may direct. Men discharged shall be given free transportation to home port, including maintenance.

*Glass-bottle blowers.*—Any operator holding a place, and desiring to quit work must give notice to the manufacturer and continue work for five consecutive days immediately thereafter. If a manager desires to discharge an operator, he must give him the same notice with same rights. Parties giving or receiving any such notice shall immediately notify factory committee of same, and under no consideration shall cards be granted or settlements made during the year unless this has been fully complied with.

*Window-glass cutters.*—In case of discharge, seven days' written notice must be given by the employer and any cutter quitting a place must give the same notice and faithfully work out same, unless released by the employer,

*Hotel and restaurant employees.*—After the first week of employment no employee shall be discharged by the employer without sufficient and good cause and without consent of the union. Moreover the employer shall give the employee not less than one week's notice of his intention to discharge him. Any employee desiring to leave the service of the employer shall give the employer not less than one week's notice. The employer agrees to discharge from his employ any member immediately upon receiving notice from the union that such employee has ceased to be a member of the union.

*Laundry workers.*—It is agreed and understood that all union members sent by the union, who prove unsatisfactory within two weeks, the proprietor has the privilege to make a change of the ironer, but if no change has been made after two weeks then no change can take place unless the case is placed before a grievance board. The firm agrees to discharge any shirt ironer immediately upon receiving official notice from the union that such shirt ironer has ceased to be a member of the union.

The employer shall give two weeks' notice to the union before discharging a shirt ironer and one week's notice before discharging a family ironer.

*Leather workers.*—No member shall be discharged from his employment unless he be given one week's notice, and no member shall leave his employment without giving one week's notice.

*Meat cutters.*—Any union man may be discharged for reasons, but any union man discharged for service to his organization must be paid off at the time of discharge with a full week's salary.

Employer shall not discharge any employee after employing him for a period of two weeks or more unless he shall have given two weeks' notice to said union, and unless he shall fully state his reason. An employee shall give two weeks' notice to employer through the union of his wish to resign, unless for good and sufficient cause he may leave without notice.

*Blacksmiths, drop forgers, and helpers.*—A member shall not be discharged without actual cause. If after proper investigation it shall be found any member has been discharged without just cause he will be reinstated and paid for all time lost through discharge or suspension.

*Boilermakers and iron-ship builders.*—No boilermaker or apprentice shall be discharged without just and sufficient cause. If after proper investigation it shall be found that discharge or suspension was unjust the member shall be reinstated with full pay for all lost time.

The brotherhood will not permit any man to quit one job to go to another job unless he gives at least one day's notice to employer.

*Machinists.*—Employer must give one week's notice of discharge, and if for reduction of force must observe seniority. Machinists leaving service of employer must give one week's notice.

*Motion-picture operators.*—Employer agrees when desiring to dispose of the services of an employee he will give such employee two weeks' notice, said notice to be considered as starting with the next full pay-roll week, or pay two weeks' salary in lieu thereof. The union agrees that in case a member desires to leave his employer he shall give two weeks' notice, beginning with the next full pay-roll week.

*Paper-box makers.*—No member of the union is to be discharged without sufficient cause, and if so discharged shall be reinstated with full pay for the time lost.

*Pocketbook workers.*—Employer will file complaint with the union before discharging an employee, provided, however, that this will not be binding upon the employer in extraordinary cases when and where an instant discharge is absolutely warranted. If employee is discharged through discrimination he shall be reinstated with back pay.

*Operative potters.*—Any employer may discharge any workman by serving said workman with two weeks' notice of discharge and by giving said workman his usual employment during those two weeks. Any workman may resign his posi-



tion by filing in writing with the proper representative of his firm a two weeks' notice of resignation and by working out the full two weeks.

*Bookbinders.*—When a member of the union desires to terminate his or her employment, he or she shall notify the secretary of local No. —, who shall make every effort to fill the vacancy without interruption to the service of the employer.

An employee can not be discharged without a reasonable notice and the chairwoman must also be notified. An employee who quits her position without a reasonable notice or excuse to person in charge, or without putting on a competent substitute, shall be subject to discipline by the union or by a fine.

*Lithographers.*—No member shall be permitted to leave his place of employment without serving notice to his employer and the local office at least 48 hours before leaving. The penalty shall be a fine, reprimand or expulsion, at direction of council board.

*Photo-engravers.*—No journeyman shall leave his position without giving one week's notice to his employer, and no journeyman shall be discharged or indefinitely laid off without being given two weeks' notice by his employer.

A notice of one full week shall be given to employee and to employer upon severing their relations as such. If member has been put on reduced hours or time, he has the right to quit without notice.

*Printing pressmen and assistants.*—Any member discharged except for breach of office discipline shall be given seven days' notice. The union will require member to give sufficient notice of desire to quit to enable the union to secure a competent man for his place, and the union agrees to withhold traveling card from any member failing to give such notice.

*Stereotypers and electrotypers.*—No member shall be discharged without one week's notice or one week's pay, except discharge is for gambling, intoxication, smoking in working hours, or insubordination. A member leaving his position must give one week's notice to the foreman of shop where he is employed.

*Typographical workers.*—No office shall discharge a member without giving three days' notice. Any member found guilty of leaving a situation without giving three days' notice shall be fined not less than \$5 nor more than \$25, or expulsion, as the union elects.

Employer shall be compelled to give a regular member one week's notice of discharge, or in lieu thereof, one week's pay. Employee must give employer a week's notice, unless by mutual consent. A member violating this provision shall be fined one week's pay.

*Street-railway employees.*—No employee shall be discharged without two weeks' written notice or two weeks' pay. No employee shall quit the service of the company without giving the company two weeks' written notice, except in case of accident, sickness, or other unavoidable cause. If any employee shall quit the service of the company without giving two weeks' notice, he shall forfeit two weeks' pay. An employee given two weeks' notice shall work at regular occupation except the discharge is for dishonesty or being drunk on duty.

Any member discharged and found after investigation to have been unjustly treated shall be reinstated and paid for lost time. Any member suspended from the association shall be suspended from service of the company upon written request from the president of the association stating the cause for the suspension.

*Commercial telegraphers.*—Telegraphers leaving the service of their own accord shall be required to give the company 15 days' previous notice in writing, and acknowledgment of the receipt of such notice shall be sent without delay by the proper authority. The company shall be required in the event of reduction in staff to give a member 15 days' previous notice in writing, or 15 days' wages, inclusive of all allowances, in lieu thereof.

*Teamsters and chauffeurs.*—Any employer desiring to discharge an employee shall give one week's notice in writing; failing to give notice he shall pay \$10 to the union. Any employee desiring to quit his position shall give the employer one week's notice in writing. The union agrees to pay the employer \$10 on demand, for failure on the part of the employee to give notice.

If firm shall discharge a driver member of the union such driver shall be at liberty to solicit the trade and the same list of customers solicited for such firm for any other firm which may employ him. But if driver leaves his employment he shall not be permitted to solicit the same list of customers, directly or indirectly, for any other firm for one year following the leaving of his employment.

*Upholsterers.*—No discharge shall take effect unless the representative of the union has been called. Should a man be discharged and it is proven beyond a reasonable doubt that the discharge was unjust the individual member shall suffer no financial loss.

### Transient Families in Arizona and Florida

UPON the request of the President's Organization on Unemployment Relief the National Association of Travelers Aid Societies has made studies of transient families in Arizona and Florida. These studies have recently been published in mimeographed form by the President's Organization on Unemployment Relief.<sup>1</sup> Both studies were carried on through direct interviews, and while no attempt at statistical analysis was attempted for either State as a whole, the number of persons helped and the cost of relief, as well as methods of relief, are shown for certain of the major cities.

#### Arizona

IN ARIZONA a large body of transient persons is the rule, as many health seekers are attracted to the State because of the climate. In studying transients, however, this group was not considered nor were disabled ex-service men. Those studied, then, were that class of workers and their families who were migrating in the hope of finding employment and who, because of some exigency, were in need of assistance. In common practice a person who has been in the State less than a year is regarded as a transient although the law stipulates no such limit.

In the six Arizona cities surveyed the consensus was that 90 to 95 per cent of the transient families traveled by automobile and that the remaining number were hitch-hiking. No organized plans exist in the six cities for caring for these transients and the relief given is of an emergency character only. From the figures supplied by agencies the writer of the report under review estimates that 5,100 transient families came to the attention of agencies during 1930 and 4,300 during the first six months of 1931, at a cost in relief furnished of \$23,000 in 1930 and \$16,000 in the first half of 1931.

*Phoenix.*—During the winter of 1930-31 three canteens were maintained in Phoenix, by different groups, for the benefit of transients. Most transient families are cared for by the Social Service Center. This organization estimates that 2,655 families, or 11,943 persons, were aided in 1930, and 2,655 families, or 11,165 persons, in the first seven months of 1931. The proportion of transient cases to resident cases is about 3 to 1.

It is further stated that transient families in Phoenix have set up temporary quarters under one of the city bridges. Here they have built temporary shelter between the piers, using cartons, old tin, etc., for shelter. As many as 28 families were interviewed in these temporary shelters by the writer of the report under review. Automobile camps are also numerous about the city, where cabins may be had for from \$10 to \$12 per week, and camping places are let for 10 cents per family per night.

The Salvation Army states that persons are so eager to secure employment that they will accept jobs for which payment is made in meals without any money payment. To curb the inflow of transient workers the chamber of commerce has been advertising with regard to the difficulties of the employment situation in Phoenix.

<sup>1</sup> Transient Families in Arizona, Oct. 27, 1931; Transient Families in Florida, Nov. 21, 1931.

*Globe.*—In Globe the Red Cross is active in relief work. Aid was extended to 547 families in 1929, to 426 families in 1930, and 398 families in the first six months of 1931. Owing to the fact that the country surrounding Globe is mountainous, many of the transients' cars break down and much of the relief money expended goes for car repairs, parts, and tires.

*Tucson.*—Tucson has no social-service exchange, and the aid given transients is purely of an emergency type. Assistance was extended to 2,033 families in 1930 and 2,216 families in the first six months of 1931. In August resident registration of unemployed was 1,200 and there was therefore no possibility of giving work to transients. The Family Welfare Society allows one small emergency grocery order to a transient family and in especially needy cases one night's lodging. The Arizona Children's Home Association has, in some instances, given temporary care to children of transients, and the Salvation Army maintains a soup kitchen. Like Phoenix, Tucson gives publicity to employment conditions and advises against migration to the city.

*Nogales.*—Relief work in Nogales is centralized. Being a boundary city, part of which is American territory and the other part Mexican, problems in this locality become especially complex. This was particularly true last winter when rumors circulated among Mexicans in the United States to the effect that they must either become American citizens or return to their native country. This rumor resulted in an exodus of Mexicans from American soil to the Mexican portion of Nogales and a very much expanded need for relief. Several hundred needy persons soon assembled and an emergency canteen was therefore set up on Mexican soil, but at the expense of American charitable organizations. As these migrants have found their way back to their homes the demand for relief has lessened but in August there were still about 150 persons being cared for.

The number of transient persons assisted was 2,747 in 1929 and 3,348 in 1930. All publicity that might attract transients has been discontinued.

*Flagstaff.*—It is reported that the number of transient families in Flagstaff is increasing steadily. Aid given is in the form of food and lodging, furnished by the Red Cross, and gasoline or transportation, furnished by the county.

*Yuma.*—Both the county and the Charities Association of Yuma buy gasoline and oil for transients and pass them on to other communities. Meals to the total of 18,000 were supplied between December 15, 1930, and May 2, 1931.

### Florida

It is stated that the rapid increase in number of transients coming into Florida has served to focus attention on the problem arising in connection with their relief. According to the commission of public welfare of the State, transient dependents have increased by 200 per cent. At the same time demands for relief among natives of Florida have increased to such an extent that some local funds are inadequate even to provide for resident needy.

Figures supplied from 29 private agencies and public departments in 25 cities, covering the year ending June, 1931, show that a total of

1,156 transient families and of 25,739 individual transients were helped at a cost of \$22,297.

While the State of Florida has no state-wide social-work program, the department of public welfare is developing a program as quickly as possible and to the extent that funds are available. A social-service exchange has been placed in operation to aid transient dependents, and private agencies, such as the Salvation Army, are doing their part. At the same time persons are being warned against making moves in search of work and warnings against coming to Florida are being printed.

*Care of transients in various cities.*—In surveying the machinery for caring for transients in Daytona Beach, Fort Myers, Tampa, West Palm Beach, Miami, Sarasota, Gainesville, Lake City, Lakeland, Winterhaven, Orlando, St. Petersburg, and Jacksonville, it was found that approximately half the cities had no community plans for handling relief among transients, and that in the other half responsibility was fixed with one or more agencies, either because some plan had actually been worked out or because there was only one agency in the city in a position to supply relief and attend to the details incident to the granting of relief. Without exception, regardless of whether a city had a community plan or not, there was some agency in each city dealing with relief of transients.

### Cost of Production of Coal in Germany

DATA were recently published by the Federal Ministry of Economy (*Reichswirtschaftsministerium*), showing the cost of production of coal per ton calculated from the figures of the three largest mining concerns in the Ruhr District. On the basis of these figures it was concluded that these concerns are operating with a loss of 0.32 mark (7.6 cents) on each ton of coal mined.<sup>2</sup>

The calculation was made for a period commencing with the year 1931, and the following items were listed:

	Amount <sup>3</sup>
Wages.....	\$1. 52
Salaries.....	. 28
Timber and lumber.....	. 21
Iron and metals.....	. 20
Explosives.....	. 03
Building materials.....	. 02
Oils and grease.....	. 02
Other materials.....	. 04
Steam, gas, electric current.....	. 01
Social insurance (employer's share).....	. 30
Indemnity for damages to buildings aboveground.....	. 07
Contract work.....	. 07
Freight.....	. 03
Taxes.....	. 19
Other expenses.....	. 10
Expenses of shutdowns.....	. 01
	3. 10
Deductions for depreciation.....	. 41
	3. 51

<sup>2</sup> Report of Stephen B. Vaughan, American vice consul at Breslau, Germany, dated Aug. 29, 1931.

<sup>3</sup> Conversions into United States currency on basis of mark=23.8 cents.

The Ruhr District coal-mining industry explains that the item "Deductions made for depreciation" is not a true picture of such expenses and that this item is figured too low, for in reality it is much higher, due to the strong curtailment of production. The industry estimates that the amount would be more nearly correct if calculated at a little above 2 marks (47.6 cents) instead of 1.74 marks (41 cents). Furthermore, in arriving at the above calculation no consideration was given to storing of unsold quantities of coal, for reloading, loss of interest on the invested capital, etc. These items, alone, it is estimated by the industry, would amount to over 1 mark (23.8 cents) per ton.



# RECREATION

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## Trade-Union Holiday Homes and Holiday Travel<sup>1</sup>

A STUDY has been made recently by the International Federation of Trade Unions of the extent to which the trade-unions in the different countries provide accommodations for their members for their use during holidays or organize holiday travel.

The practice of giving vacations with pay to manual, as well as nonmanual, workers has increased greatly in recent years, and with the growth of the holiday movement there has been a movement toward the establishment of holiday homes. These may belong to the entire trade-union organization, in which case they are open to all trade-unionists, or they may belong to individual unions, in which case they are open usually only to the members of that particular union. The holiday homes enable trade-unionists and their families to pass their vacations cheaply, as low rates are charged, and they also offer an opportunity for unionists to visit other countries than their own at a moderate cost.

The countries in which vacation homes have been established by different trade-unions and the number of such homes are: Austria, 3; Belgium, 6; Estonia, 1; Finland, 2; France, 2; Germany, 24; Great Britain, 1; Holland, 2; Hungary, 1; Latvia, 1; Palestine, 1; Poland, 1; Sweden, 2; Switzerland, 4. In some cases these homes are open only during the summer months, while in other cases they are open half of the year, and in many instances they remain open throughout the entire year.

Travel bureaus for their members are maintained by the unions in Belgium, Germany, Great Britain, Palestine, Poland, Sweden, and Switzerland, while a workers' travel association is planned for in Spain, and the workers' educational center of the Social Democratic Party in Austria arranges extensive tours each year which are open to both socialists and trade-unionists.

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<sup>1</sup> The International Trade Union Movement, June-July, 1931, pp. 90-102. Trade-union holiday homes.

# INDUSTRIAL ACCIDENTS

## Annual Safety Congress, 1931

**D**URING the twentieth annual congress of the National Safety Council, held in Chicago October 12 to 16 and attended by some 6,000 safety engineers and efficiency experts from all over the country, the possibilities of reducing the enormous toll of accidents in the United States were discussed in 127 specialized sessions with more than 350 speakers. The council was originally organized to cope with the industrial accident problem, but it has in recent years broadened its activities to include street and highway accidents, as well as home accidents, and the analysis of these subjects occupied important positions on the program.

At the opening meeting a message from President Hoover to the congress was read, in which the President pointed out that "there are still 99,000 accidental deaths a year in the United States as well as a vast number of injuries. There is clearly a tremendous field still for organized effort to promote accident prevention, especially in the home and on the highways, and to a considerable extent in industry, in spite of a decrease of one-third in industrial accidents in the past two decades. The fact that there are 33,000 motor-vehicle deaths annually in the United States is a challenge to the efforts of safety organizations and the cooperation of every motor-vehicle operator."

In an address following the reading of the President's message, C. W. Bergquist, president of the National Safety Council, declared that the appalling number of automobile accidents is largely due to the irresponsibility of drivers. "In most States there is no restriction on who may operate a motor vehicle. Yet few machines used in industry are potentially as dangerous as the automobile. This, then, is the background of our 33,000 motor-vehicle deaths last year. Under such conditions could we expect a different result?"

Considerable interest was taken in the subject of mental causes of accidents and the methods used in various establishments to eliminate such causes.

A resolution was adopted by the session of governmental officials, requesting the establishment of a permanent section on governmental officials in the National Safety Council, with Ethelbert Stewart, United States Commissioner of Labor Statistics, as chairman for 1932.

Another resolution, adopted by the congress, covered public safety, industrial safety, home safety, and safety education, as follows:

Whereas our national accident death rate, while showing marked improvement in industry, reflects but little change in home fatalities and injuries during the last year and shows a decided increase in highway casualties; and

Whereas during the year 1930 a total of 99,500 lives were sacrificed in accidental mishaps in a parade of tragedy, including 33,000 motor-vehicle deaths, 30,000 home deaths, and 19,000 industrial fatalities; and

Whereas this unnecessary waste represents a financial loss of more than \$3,250,000,000 annually and a social loss immeasurable in terms of money; and

Whereas this huge economic loss, even in normal times, is a staggering load to carry, but during these days of economic distress our Nation, our industries, and our people can ill afford to shoulder this burden: Therefore be it

*Resolved*, That the members of the National Safety Council assembled at the twentieth annual safety congress and exposition do hereby pledge our untiring, whole-hearted assistance in a determined effort to remedy these conditions through an intensive program of safety education. And we hereby ask the full cooperation of all public-spirited organizations and individuals in directing attention to the urgent necessity of a solution of this grave problem; and be it

*Resolved*, That the activities of the National Safety Council for the coming year be concentrated more especially in the following specific channels:

1. *Public safety*.—Continued work for strong drivers' license laws in every State; uniform traffic laws for all States and cities; standard traffic signs and signals; standard accident-reporting systems; a broader consideration of safety in highway engineering; strict enforcement and observance of all traffic laws; fairness and courtesy on the highways; a more intensive effort to reach the individual driver; the teaching of highway safety in the schools and homes; the establishment of community safety councils in more American cities.

2. *Industrial safety*.—The safeguarding of all mechanical equipment and the constant use of such devices; the revision of hazardous manufacturing processes; a widening of our fields of engineering pursuits in industry; regular and complete safety inspections and research in all industries, followed by prompt application of approved remedial measures; more psychological studies of the mental aspects of accidents; extension of the safety-contest plan; a wider recognition of the close relationship between industrial health and safety; and full cooperation with the National Safety Council and affiliated community safety councils in carrying on industrial safety.

3. *Home safety*.—Broadening our educational work, particularly with the schools, the National Federation of Women's Clubs, the National Association of Parents and Teachers, and kindred groups; an earnest effort to reach the individual housewife with an educational program on home hazards.

4. *Propaganda*.—In acknowledging a splendid cooperation during 1930 by the press, the radio, and other distributive channels, we urge continuous propaganda through these media during the coming year in an effort to arouse our citizens to their true sense of responsibility in a problem which must be shared by all.

The following officers were elected for the ensuing year:

*President*, Carl W. Bergquist, Western Electric Co., Chicago, Ill. (Reelected.)

*Secretary and managing director*, W. H. Cameron, Chicago, Ill. (Reelected.)

*Treasurer*, Will Cooper, mechanical superintendent, The Stevens Hotel, Chicago.

*Vice president for finance*, J. I. Banash, consulting engineer, Chicago, Ill. (Reelected.)

*Vice president for engineering*, J. E. Culliney, Bethlehem Steel Corporation, Bethlehem, Pa.

*Vice president for public safety*, Edward Dana, Boston Elevated Railroad, Boston, Mass. (Reelected.)

*Vice president for business administration*, G. T. Hellmuth, Chicago, North Shore & Milwaukee Railroad Co., Chicago, Ill. (Reelected.)

*Vice president for territorial councils*, John E. Long, The Delaware & Hudson Railroad Corporation, Albany, N. Y. (Reelected.)

*Vice president for membership*, Howard B. Fonda, Burroughs Wellcome & Co., New York, N. Y.

*Vice president for industrial safety*, Arthur M. Tode, The Texas Co., New York, N. Y.

*Vice president for education*, Albert W. Whitney, National Bureau of Casualty and Surety Underwriters, New York, N. Y. (Reelected.)

*Vice president for health*, C.-E. A. Winslow, Yale Medical School, New Haven, Conn. (Reelected.)

### Revised Safety Code for Industrial Illumination

THE revised code for lighting of factories, mills, and other work places has been published by the Bureau of Labor Statistics as its Bulletin No. 556 and is now available for distribution to interested parties. This code, which applies to practically all industries, is intended as a guide for improvement of lighting conditions in industrial establishments, for the purpose of reducing accidents and eye-strain, improving workmanship, and increasing production.

The revision was prepared under the sponsorship of the Illuminating Engineering Society, and officially approved as American standard by the American Standards Association. It follows the general principles of the original code, but has been modified to conform to modern requirements and improved as a result of the experience accumulated since the original code was adopted in 1921.

Explanation of the importance of adequate electrical wiring has been included, and a chapter added, containing suggested minimum regulations to be established by State authorities.

### Reduction of Accidents in Cement Manufacturing in 1930

STATISTICS of accidents occurring in the cement manufacturing industry in 1930, compiled by the Portland Cement Association and published in its Accident Prevention Magazine for the second quarter of 1931, show a reduction in frequency rates of 40.8 per cent, as compared with 1929.

The following table presents data from the report, covering the 5-year period, 1926-1930, converted to conform to the standard measurement of 1,000,000 man-hours' exposure for frequency rates and 1,000 man-hours' exposure for severity rates.

TABLE 1.—NUMBER OF ACCIDENTS AND ACCIDENT FREQUENCY AND SEVERITY RATES IN CEMENT MANUFACTURING, 1926 TO 1930, BY YEARS

[Frequency rates are based on 1,000,000 hours' exposure, severity rates on 1,000 hours' exposure]

Year	Number of establishments reporting	Number of man-hours	Fatal cases			Nonfatal cases			Total cases		
			Number	Frequency rate	Severity rate	Number	Frequency rate	Severity rate	Number	Frequency rate	Severity rate
1926	124	97,380,785	45	0.46	2.78	2,172	22.31	1.19	2,217	22.77	3.97
1927	136	93,871,081	30	.32	1.92	1,339	14.26	1.07	1,369	14.58	2.99
1928	136	85,796,645	33	.38	2.31	877	10.23	1.41	910	10.61	3.72
1929	138	75,739,429	37	.49	2.93	686	9.06	1.28	723	9.55	4.21
1930	128	69,727,954	18	.26	1.55	420	6.02	.92	438	6.28	2.47

The table shows a marked decline in frequency rates for the period, though fatal cases increased somewhat in 1928 and 1929. Severity rates also increased in these two years but dropped below previous figures in 1930.

The relation of accidents to length of service has been published for several years by the association and affords a limited study of the

liability of inexperienced workers to accidental injury. In Table 2 are shown the figures for 1930 compared with figures for preceding years, taken from previous reports.

TABLE 2.—NUMBER OF FATAL AND NONFATAL ACCIDENTS IN CEMENT MANUFACTURING, ACCORDING TO LENGTH OF SERVICE, 1926 TO 1930

Length of service	1926	1927	1928	1929	1930
Less than 6 months.....	658	347	273	205	92
6 months to 1 year.....	243	139	97	69	38
1 year to 2 years.....	314	170	119	87	52
2 years to 5 years.....	496	250	208	130	76
5 years to 10 years.....	218	151	153	110	56
10 years and over.....	119	86	97	100	57
Total.....	2,048	1,143	947	701	371

The table following shows the cause of injury and the nature of injury of the 438 accidents which occurred in 1930:

TABLE 3.—DISTRIBUTION OF ACCIDENTS, BY NATURE OF INJURY AND CAUSES OF ACCIDENTS, IN 1930

Item	Number of cases	Item	Number of cases
Nature of injury:		Causes of accident—Continued.	
Minor cuts, bruises, burns, etc.....	127	Cement dust.....	14
Eye injuries, temporary.....	42	Explosions.....	12
Infections.....	21	Falling objects.....	77
Severe cuts, bruises, burns, etc.....	98	Falls.....	73
Fractures.....	84	Flying material.....	22
Permanent partial disabilities.....	48	Heat.....	1
Fatalities.....	18	Hot substances.....	35
Total.....	438	Machinery.....	44
Causes of accident:		Objects handled.....	38
Animals.....	3	Strains from lifting.....	19
Caught between objects.....	27	Other causes.....	73
		Total.....	438



# LABOR LAWS AND COURT DECISIONS

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## Text of Law Relative to Collection of Employment Statistics

**T**HE Seventy-first Congress, by Public Act No. 537, approved July 7, 1930 (ch. 873, 46 Stat. L. 1019), enacted a law enlarging the duties of the United States Bureau of Labor Statistics. This act was an amendment to section 4 of an act of March 4, 1913 (37 Stat. L. 736) entitled "An act to create a Department of Labor." By the provisions of the amendment the bureau is directed to collect and publish complete statistics each month on the number of persons employed, aggregate wages paid, and total hours of labor in several enumerated groups of industries. Mention of this law was made in the résumé of labor legislation of 1930, published in the March, 1931, issue of the *Labor Review*. Due to a large demand for copies of this amendment it has been deemed advisable to print the complete law. The provisions of the act are as follows:

"The Bureau of Labor Statistics shall also collect, collate, report, and publish at least once each month full and complete statistics of the volume of and changes in employment, as indicated by the number of persons employed, the total wages paid, and the total hours of employment, in the service of the Federal Government, the States, and political subdivisions thereof, and in the following industries and their principal branches: (1) Manufacturing; (2) mining, quarrying, and crude petroleum production; (3) building construction; (4) agriculture and lumbering; (5) transportation, communication, and other public utilities; (6) the retail and wholesale trades; and such other industries as the Secretary of Labor may deem it in the public interest to include. Such statistics shall be reported for all such industries and their principal branches throughout the United States, and also by States and/or Federal reserve districts and by such smaller geographical subdivisions as the said Secretary may from time to time prescribe. The said Secretary is authorized to arrange with any Federal, State, or municipal bureau or other governmental agency for the collection of such statistics in such manner as he may deem satisfactory, and may assign special agents of the Department of Labor to any such bureau or agency to assist in such collection."

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## Right to Unpaid Wages May be Assigned in Illinois

**A**N EMPLOYEE has the right to assign his wages as security for a debt, and a contract of an employee with his employer not to assign his wages without the latter's consent is not binding on the assignee who is not a party to the contract, according to the decision of the Illinois Supreme Court in *State Street Furniture Co. v. Armour & Co.* (177 N. E. 702).

From the facts in the case it appears that an employee of Armour & Co. assigned part of his wages to the State Street Furniture Co. as security for a debt. As a defense to an action brought by the furniture company, under its wage assignment, Armour & Co. stated that the employee whose wages were involved had, prior to the date of the assignment, entered into a written contract whereby he agreed not to "sell, transfer, set over, or assign \* \* \* any right to or claim for wages or salary, \* \* \* due or to become due from Armour & Co. \* \* \* without the consent in writing of Armour & Co. \* \* \* and that any attempted sale, transfer, or assignment without such written consent shall be null and void."

Prior to the date of the assignment, Armour & Co. had given written notice to numerous firms, including the State Street Furniture Co., that it had entered into such a contract with all of its employees and would no longer honor wage assignments. It was therefore the contention of the employer that because of such contract and notice the subsequent assignment of wages without its consent was null and void.

The municipal court of Chicago rendered judgment in favor of the assignee. On appeal the judgment was affirmed by the appellate court and because of the importance of the questions involved an appeal was allowed to the Illinois Supreme Court.

In regard to the right of an employee to make an assignment of his wages the court said:

The right of an employee to make an assignment of his wages has long been recognized in this State, and the privilege of using and contracting for the disposal of wages is both a liberty and a property right. [Cases cited.] The relationship between employer and employee with respect to unpaid wages is that of debtor and creditor, and the right of the employee to those wages is a chose in action and as such may be assigned. (*Monarch Discount Co. v. Chesapeake & Ohio Railway Co.*, 120 N. E. 743.) This court has not only held that assignments of wages may be enforced as to past services, but has also sanctioned such assignments as to wages to be earned in the future under an existing employment if such assignment is made for a valuable consideration and untainted with fraud.

As to the effect of the written contract entered into by the employee the court said in part as follows:

The contract relied upon to defeat the judgment in this case contained no absolute denial of the employee's right to make an assignment of his wages. It only specified that such wages should not be assigned without the written consent of Armour & Co., and that unless such consent was obtained the assignment should be null and void. It is not necessary to have the consent of an employer to make a valid assignment of wages where the assignment is of the entire claim. Section 18 of the practice act (Smith-Hurd Rev. St. 1929, ch. 110, sec. 18) makes no requirement that the debtor shall consent to the assignment before the assignee can bring his action to recover the debt due the assignor, nor is such a requirement to be found in the decisions of this court. [Cases cited.] The right of the assignee to institute suit to recover the salary or wages of an employee is the same as that of the employee himself.

The defense was also made that a partial assignment of a debt due or to become due can not be made without the consent of the debtor. In this case, however, the court found the assignment was of the entire claim, and in conclusion affirmed the judgment of the appellate court, saying, in part, as follows:

Where the employer owes the employee for wages earned, the contract of employment has, as to the wages earned, ceased to be a bilateral contract with

mutual rights and duties. It has then become a unilateral contract or debt, with an absolute obligation on the part of the employer to pay and an absolute right on the part of the employee to receive his pay. (*Ginsburg v. Bull Dog Auto Fire Ins. Assn.*, supra.) When one has incurred a debt, which is property in the hands of the creditor, the debtor can not restrain its alienation as between the creditor and a third person any more than he can forbid the sale or pledge of other chattels. A debt is property, which may be sold or assigned, subject to the ordinary rules of the common law in determining the rights of the assignee, and, when untainted with fraud, its sale offers no ground for complaint by the debtor.

## WORKMEN'S COMPENSATION

### Time Limitation for Filing Compensation Claim Held Absolute in New Mexico

THE requirement of the New Mexico workmen's compensation law that an employee must file a compensation claim within 60 days was held, by the supreme court of that State, to be an absolute limitation on the right of action and not subject to pleas of waiver or estoppel. (*Taylor v. American Employers' Insurance Co. of Boston, Mass., et al.*, 3 Pac. (2d) 76.)

The requirement of the New Mexico workmen's compensation act (Laws of 1917, ch. 83 (as amended)), is that the employee must file his claim for compensation in the office of the clerk of the district court not later than 60 days after the failure or refusal of the employer to pay compensation. This provision was used as a defense in an action brought by Will Taylor against the insurance carrier, American Employers' Insurance Co., of Boston, Mass. The employee claimed that he was led by the representations of the insurance company to believe that payment of the claim was not refused, that it would be paid, and relying upon such representation and belief, he did not file his claim within the time required by statute.

The district court, Eddy County, N. Mex., dismissed the claim and the employee thereupon appealed to the New Mexico Supreme Court, contending that the facts alleged were sufficient to remove the statutory bar of limitations and to prevent the company from pleading such statute as a defense. Regarding this allegation the court said, in part, as follows:

This really involves two questions. It is conceded that, if the doctrine of waiver or estoppel may not be invoked in respect to the limitations of time for taking certain steps by the injured workman, then the decision in *Caton v. Gilliland Oil Co.*, 33 N. Mex. 227, 264 Pac. 946, is controlling. In that case we said: "An employer having knowledge of the injury, must, within 31 days after its occurrence, pay the first installment of compensation. If the employer fails or refuses so to do, the workman must, within 60 days thereafter, file his claim for compensation. If he does not, his claim, his right, and his remedy are forever barred."

In discussing the general scheme of the New Mexico workmen's compensation act, the court said:

The whole scheme of the workmen's compensation act is designed to work out a speedy adjustment and payment of claims for industrial accidents in a summary and simple manner. The act shall be construed as creating a new right and special procedure for the enforcement of the same. The act is remedial and to be liberally construed; but not unreasonably or contrary to legislative intent. [Cases cited.] The public generally is affected by the act and its administration. [Cases cited.] "The scheme is to charge upon the business through insurance, the losses caused by it, making the business and the ultimate consumer of its product, and not the injured employee, bear the burden of the accidents incident to the business. The statute contemplates the protection, not only of the employee, but of the employer, at the expense of the ultimate consumer." (*Schneider*, workmen's compensation law, sec. 1.)

Several cases were considered, supporting the judgment of the district court in dismissing the claim; and in conclusion the court quoted from a case decided by the Supreme Court of Connecticut (*Walsh v. A. Waldron & Sons*, 153 Atl. 298), which held that a failure to give notice of claim within the statutory period precluded further relief under the statute. The court quoted, in part, as follows:

"The liability of an employer \* \* \* was not fixed by the simple fact of injury to the employee arising out of and in the course of his employment," but the element of notice and the time within which it must be given, enter "into the very essence of the injured party's claim and the extent of it. \* \* \* The making of the claim and the time thereof are matters going to maintenance of the right of action. \* \* \* Where a statute gives a right of action which does not exist at common law and fixes the time within which the right must be enforced, the time fixed is a limitation or condition attached to the right—it is a limitation of the liability itself as created and not of the remedy alone. Being a limitation upon the right of action it must be strictly complied with." [Citing cases.] The statute specifically forbids the maintenance of proceedings before the commissioner with four exceptions, unless the statutory notice of claim for compensation has been given, and the giving of this notice, and the time within which it must be given, become jurisdictional requirements. Not being merely a procedural matter, the doctrine of waiver, upon which the claimant relies, can not avail, since jurisdiction can not be waived, nor can it be conferred by agreement. [Citing cases.]

The judgment of the district court dismissing the claim for compensation was therefore affirmed.

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### Vermont Compensation Law Held a Bar to Suit in New Hampshire

**A** CONTRACT made in Vermont, subject to the provisions of the Vermont workmen's compensation act, bars an action for negligence in New Hampshire, according to the decision of the circuit court of appeals, first circuit, in the case of *Bradford Electric Light Co. (Inc.) v. Clapper* (51 Fed. (2d) 992).

The action was brought under the Lord Campbell Act of New Hampshire (Pub. Laws 1926, ch. 302, secs. 9-14) to recover for injuries resulting in the death of an employee and alleged to have occurred through the negligence of the Bradford Electric Light Co. (Inc.), the employer.

The employing company is a public utility organized under the laws of Vermont and having its principal place of business in Bradford, Vt. It is engaged in furnishing electric current for public use in both Vermont and New Hampshire. The employee was a resident of Bradford and the contract of employment was entered into in Vermont but the employee received his injuries in the course of his employment in the State of New Hampshire while performing the duties of an emergency man sent out to repair a sudden break in the line. While in the course of his work he came in contact with high-tension wires and received the injuries which caused his death.

The action was originally brought in the New Hampshire Superior Court and was removed to the Federal district court on the ground of diversity of citizenship. The third trial before a jury resulted in a verdict for the employee's administratrix for \$4,000. The case was thereupon appealed to the circuit court of appeals for the first circuit.



The defense set up in the suit was that the Vermont workmen's compensation act provided a remedy, which excluded any action at law to recover damages. The court pointed out that the Vermont workmen's compensation act had an extraterritorial effect, and said that—

In this case, as neither the defendant corporation nor the plaintiff's intestate gave notice of a refusal to assent to the Vermont act, both were bound by it, and its provisions became a part of the contract of employment and covered all injuries, whether received in Vermont or New Hampshire, and for which under the Vermont act no action at common law based on negligence would lie.

There can be no doubt, therefore, if the proceedings had been brought under the Vermont statute, the plaintiff's intestate could have recovered only the sum provided where there are no dependents; and herein lies the reason for this action. The deceased had no dependents, and, as is provided in all such acts, including that of New Hampshire, in such cases only a comparatively small sum to provide for burial expenses is allowed.

The real question before the court for decision in this case, as the relation between the employer and employee was contractual, was whether the law of the *lex loci contractus* should govern under the well-recognized principles of comity, or the law of the State where the injury occurred. "There is a clear tendency," the court said, "for the courts to settle down on the policy of enforcing contracts according to the law of the State in which they were made." Many cases were cited in support of this view.

The contention was raised, however, that the Vermont law differed from the New Hampshire law and therefore could not be applied in this case, as such provisions were against the public policy of New Hampshire. The court, in answering this, said that details of each act have never been regarded as establishing a definite public policy as to each detail, for such a view would cause much confusion among the courts. Continuing, the court said:

The numerous decisions of the courts giving these acts extraterritorial effect would then be of little value, as an injured employee, whenever his contract of employment was in one State where he had accepted a compensation act, and he was injured in another, might in every such case, if to his advantage, bring a common-law action in the State where injured, provided the act of the State of employment differed in any important provision from the act of the State where the injury occurred; but no court has yet so held.

The State courts have repeatedly held that, because a statute of one State differs in some of its provisions from that of the State of the forum, it does not follow that the courts of the State of the forum would not enforce contracts entered into in the other State and valid under its law, though not in compliance with the *lex fori*, especially where both statutes were enacted with the same purpose in view.

In conclusion the court vacated the judgment of the district court and returned the case for further proceedings, saying, in part, as follows:

We are of the opinion that there is nothing in the contract entered into between these parties in Vermont that is contrary to the main purpose of the New Hampshire act, or inimical to the welfare of its citizens, and, according to the trend of recent decisions in other jurisdictions, the contract of hire under the Vermont act, upon the principles of comity, constitutes a good defense to an action under the New Hampshire death statute, there having been no contract of hire in New Hampshire.

Circuit Judges Anderson and Wilson each delivered strong dissenting opinions, holding the view that the New Hampshire law must be strictly complied with, and that "the public policy of New Hampshire

is not subject to determination by this court 'in the light of the decisions of other jurisdictions.'"

Following this decision the case was carried to the United States Supreme Court for final determination and is, at this time, on the docket for hearing before that court.

### New Workmen's Compensation Legislation in Mexico

**T**HE workmen's compensation provisions of the new Mexican Federal Labor Code, which went into effect August 28, 1931, superseding the various State laws, are given below.

#### Occupational Hazards

ARTICLE 284. Occupational risks are the accidents or diseases to which the workers are exposed arising out of or in the course of their employment.

ART. 285. An industrial accident is any injury requiring medical or surgical treatment, or any mental or functional disturbance, of a permanent or temporary nature, taking place immediately or at a later time, or death, caused by the sudden action of an external force which may have occurred during the work, arising out of or as a consequence thereof, and any internal injury caused by a violent exertion brought about under similar circumstances.

ART. 286. An occupational disease is any pathological condition which occurs from a cause repeated for a long period of time as a necessary consequence of the kind of work performed by the worker, or from the environment in which he is compelled to work and which causes an injury or permanent or temporary functional disturbance in the body. This occupational disease may have been caused by physical, chemical, or biological agents.

In addition to the diseases that are covered by this article, those referred to in the schedule in article 326 shall be considered as occupational diseases.

ART. 287. When accidents and occupational diseases occur they may cause: (1) Death, (2) permanent total disability, (3) permanent partial disability, and (4) temporary disability.

ART. 288. Permanent total disability is the total loss of the faculties or abilities which make it impossible for an individual to perform any kind of work during the remainder of his life.

ART. 289. Permanent partial disability is the diminution of the faculties of an individual on account of the loss or paralysis of any limb, organ, or function of the body.

ART. 290. Temporary disability is the loss of faculties or abilities which make it totally or partially impossible for an individual to be able to work for a period of time.

ART. 291. Employers, even though they may have contracted through intermediaries, are liable for the occupational hazards suffered by their workers.

ART. 292. The provisions of this part are applicable to apprentices.

ART. 293. The daily wage which the worker is receiving at the time of the accident shall be taken as the base in calculating compensation referred to in this part.

As regards workers whose wage is calculated on a piecework basis, the average daily wage for the month preceding the accident shall be taken as the base.

The lowest wage that a worker receives in the same occupational class shall be taken as the base in fixing the compensation for apprentices.

In no case may an amount less than the minimum wage be taken as the base for compensation.

ART. 294. When the wage exceeds 12 pesos a day only this amount shall be taken into consideration in fixing the compensation, since for the purposes of this chapter this sum is considered as the maximum wage.

ART. 295. Workers who suffer from an occupational hazard shall be entitled to (1) medical assistance, (2) medicines and supplies necessary for recovery, and (3) the compensation fixed in this part.

ART. 296. When the hazard results in the death of the worker the compensation shall include (1) one month's wage for funeral expenses, and (2) payment of

the amounts specified in article 298 to the persons who were economically dependent upon the deceased, in accordance with the following article.

ART. 297. The following shall be entitled to receive the compensation in cases of death:

(1) The wife and legitimate or illegitimate children who are under 16 years of age and the ascendants unless it is proved that they are not economically dependent upon the worker. The compensation shall be distributed equally among said persons; and

(2) If there are no children, spouse, and ascendants within the terms of the preceding paragraph, the compensation shall be divided among the persons who are partially or totally dependent upon the worker and in the proportion in which they are dependent upon him, according to the judgment of the board of conciliation and arbitration in view of the proofs rendered.

ART. 298. In case of the worker's death the compensation to be paid to the persons referred to in the preceding article shall be an amount equivalent to 612 days' wages, without deducting the compensation which the worker may have received during the time he was incapacitated.

ART. 299. The payment for compensation in case of death must be approved by the proper board of conciliation and arbitration, which shall accept the statement made by the wife and children without subjecting them to the legal proofs which are required under the general laws for verification of the relationship, but it shall not ignore the records of the civil court in this connection if they are presented. The decision of the board ordering payment of the compensation has no other legal effects.

ART. 300. If an accident or occupational disease results in the worker's permanent or temporary, total or partial, disability, only the injured worker shall be entitled to the compensation fixed in the following articles. If a worker, through an occupational hazard is totally or permanently incapacitated by mental derangement, the compensation shall be paid only to the person who in accordance with the law represents him.

ART. 301. When the industrial accident or occupational disease leaves the worker permanently and totally incapacitated, the compensation shall consist of an amount equivalent to 918 days' wages.

ART. 302. In case of permanent partial disability resulting from accident the compensation shall amount to the percentage fixed in the schedule of disability valuations, calculated on the amount which would have been paid if the disability had been permanent total. A percentage shall be taken between the established maximum and minimum, taking into consideration the age of the worker, the importance of his disability and if it is total as regards his occupation, even though he is qualified to do other work, or if it has simply diminished his ability for the performance of his work. If the employer has provided occupational reeducation and has furnished artificial arms or legs, this shall be taken into consideration.

ART. 303. When the occupational hazard has resulted in the worker's temporary disability, the compensation shall consist of the payment of 75 per cent of the wages which he fails to receive while unable to work. This payment shall be made from the first day of the same.

When a worker is unable to return to the service after three months' disability, he himself or the employer may request that, in view of the medical certificates, the reports submitted, and the proofs shown, it be decided whether the injured worker ought to continue to receive the same medical treatment and receive the same compensation or to have his disability declared permanent, with the compensation to which he is entitled. These examinations may be repeated every three months. In either case, the time during which the worker is to receive 75 per cent of his wages shall not exceed one year.

ART. 304. Compensation which the worker receives in cases of permanent total or permanent partial disability shall be paid in full, and no deductions may be made for the wages which he may have received during the healing period.

ART. 305. Employers may comply with the obligations imposed upon them in this part by insuring at their own expense the worker who is to receive the compensation, on the condition that the amount of insurance be not less than the compensation.

The insurance policy must be taken out with a national company.

Shipowners are required to carry the insurance referred to in this article, whenever the contract is drawn for an indefinite period of time.

If it is the fault of the employer that insurance benefits are not obtained, he shall be required to compensate [the worker] according to the terms of the law.

ART. 306. The employer may enter into an agreement with the person or persons who are entitled to compensation, by which he substitutes a temporary or life annuity which is equivalent to the compensation referred to in this part, if in the judgment of the proper board of conciliation and arbitration the necessary guaranties have been given.

ART. 307. Within a year following the date on which the compensation referred to in this part has been fixed by an agreement or by an award of the board, the interested party may request a revision of the agreement or award in the event that after the date thereof, an aggravation or a diminution of the disability caused by the hazard has been proved.

ART. 308. In case of accidents from occupational hazards, employers are required to furnish immediately the necessary medicines and supplies and medical assistance. For this purpose:

(1) All employers must have in their factories or workshops the necessary medicines for urgent cases.

(2) All employers who have from 100 to 300 workers in their service must establish a first-aid station equipped with medicines and supplies necessary for urgent medical and surgical attention. This station shall be attended by a competent personnel under the direction of a surgeon-physician and if in his judgment it is not possible to give the required medical attention in the work place, the injured worker shall be transported to the nearest town, hospital, or place where he can receive the proper attention. The employer is liable for the costs involved.

(3) All employers who have more than 300 workers in their service must have at least an infirmary or hospital under the care of a physician; and

(4) In industries which are situated in places where there are hospitals or sanatoriums or where there are such institutions, within a distance of two hours or less, using the ordinary means of transportation available at any time, the employers may comply with the obligation established by this article by having contracts with such hospitals or sanatoriums so that their workers may be attended in case of industrial accidents or occupational diseases.

ART. 309. Transportation companies are required to carry in their vehicles first-aid supplies for any accident. They, as well as mining companies, are required to train a part of their personnel so that they may render aid at any accident, and the personnel in turn are required to render assistance.

ART. 310. Only surgeon-physicians who are legally authorized to practice their profession may be called to attend the workers.

ART. 311. If the injured or sick worker refuses to receive the medical attention provided by the employer, with a justifiable reason, he shall not lose the rights granted him in this chapter.

ART. 312. Employers are required to report accidents which occur to the proper board of conciliation and arbitration, and if there is no board, to the municipal executive or to the Federal labor inspector, as the case may be, within 72 hours. Within this time or later he shall furnish such data and particulars as he is able to obtain, in order to fix the cause of each accident.

ART. 313. For the purposes of the preceding article the employer shall furnish the following data: (1) Name; (2) occupation; (3) time and place; (4) those who witnessed the accident; (5) residence of the injured worker; (6) place where he was taken; (7) wage; (8) names of persons to whom compensation is to be paid in case of death, if any; and (9) firm name or name of the company.

ART. 314. In case of immediate death, the employer shall notify the authorities referred to in article 312 as soon as he has knowledge of the accident.

ART. 315. Employers' physicians are required (1) upon the occurrence of the accident, to certify whether the worker is able or unable to perform his work; (2) upon terminating the medical attention, to certify whether the worker is in a condition to resume his work; (3) to determine the disability resulting therefrom; and (4) in case of death, to issue a death certificate and any data obtained at the autopsy.

ART. 316. The employer shall be exempt from the obligations imposed upon him by this part as regards compensation, medical attention, and the furnishing of medicines and supplies for his cure.

(1) When the accident occurs when the worker is intoxicated or under the influence of some narcotic or enervating drug. In this case he shall only be required to furnish first-aid treatment;

(2) When the accident is deliberately caused by the worker himself or by agreement with another person. In this case the obligation shall cease the moment the guilt of the worker is shown;



(3) When the accident is due to force majeure foreign to the nature of the work. Force majeure foreign to the nature of the work is any natural force which has no relation to the exercise of the said occupation and which does not aggravate the hazards inherent in the work; and

(4) When the disability is the result of some quarrel or suicidal intent.

ART. 317. Employers are not exempt from the obligations imposed upon them by this part:

(1) When the worker explicitly or implicitly has assumed the risks of his occupation.

(2) When the accident has been caused by carelessness or negligence of any fellow worker of the injured worker; and

(3) When the accident has occurred through the negligence or stupidity of the injured worker, provided there was no premeditation on his part.

In the cases in paragraphs (2) and (3) the worker who has violated the labor or safety regulations shall be subject to the penalties established in this law, in the work rules, and in the contracts.

ART. 318. Every employer is required to reinstate any worker who has had to give up his work on account of having suffered an industrial accident or occupational disease, as soon as he is able to return, provided he has not received compensation for permanent total disability and that not more than one year has elapsed from the date when he was incapacitated.

ART. 319. If the worker is unable to fill his former position but can do other work, the employer is required to furnish it, if possible, and for this purpose he is authorized to make any changes in the personnel that may be necessary.

ART. 320. When the employer, in accordance with article 318, is required to reinstate a worker in his original position, he may dismiss the substitute worker without the latter having any right to demand compensation.

ART. 321. The existence of a previous condition (idiosyncrasies, cacochymia, poisonings, chronic diseases, etc.), is no cause to decrease the compensation.

ART. 322. In no case, even if there are more than two disabilities, shall the employer be required to pay a larger amount than that for permanent total disability.

ART. 323. The Secretary of Industry, Commerce, and Labor shall issue the regulations for accident prevention measures in cooperation with the department of public health, without prejudice to the provisions contained in other laws on this subject.

In like manner, the proper secretary is authorized to amplify the schedule of occupational diseases and that of disability valuations as the progress of science requires it.

ART. 324. In each enterprise there shall be established the safety committees which are deemed necessary, composed of an equal number of representatives of employers and of workers, to investigate the causes of accidents, to propose measures to prevent them, and to see that they are complied with. These commissions shall be performed gratuitously within the working hours.

ART. 325. In all cases of death by accident or occupational disease an autopsy must be performed to determine the cause of said death.

ART. 326. For the purpose of this chapter, the law adopts the following:

#### SCHEDULE OF OCCUPATIONAL DISEASES

##### *Infectious and parasitic diseases*

(1) Anthrax: Tanners, rag handlers, wool combers, shepherds and furriers, handlers of horsehair, bristles, horns, flesh, and bones of cattle.

(2) Glanders: Grooms, stable boys, stockmen.

(3) Ankylostomiasis: Miners, brickmakers, pottery makers, earth workers, gardeners, and sand workers.

(4) Actinomycosis: Bakers, millers of wheat, barley, oats, rye; rural workers.

(5) Leishmaniosis: Chicle workers, rubber gatherers, vanilla workers, and woodcutters in tropical districts.

(6) Syphilis: Glass blowers (first attack: mouth chancre) physicians, nurses, operating-room attendants (in the hands).

(7) Anthracosis: Miners (in coal mines), charcoal workers, firemen using coal, chimney sweepers.

(8) Tetanus: Grooms, butchers, stableboys, and cattle tenders.

(9) Silicosis: Miners (in mineral and metal mines), stonecutters, lime workers, workers in cement works, grinders and masons, sand workers, porcelain factory workers.



(10) Tuberculosis: Physicians, nurses, operating-room attendants, butchers, and miners, when silicosis has preceded it.

(11) Siderosis: Ironworkers (filers, lathe operators, and those handling iron oxide).

(12) Tabacosis: Workers in the tobacco industry.

(13) Other konioses: Carpenters, workers in the cotton, wool, jute, silk, hair, and feather industries, blowers, painters and cleaners using compressed air (air guns).

(14) Dermatitis: Sugar-cane harvesters, vanilla workers, linen spinners, gardeners.

(15) Dermatitis caused by physical agents: Heat: Blacksmiths, smelters, glassworkers, chauffeurs. Cold: Workers in cold storage rooms. Solar radiation: Outdoor workers. Electric radiation: X-ray workers. Mineral radiation: Radium workers.

(16) Other dermatites: Workers handling paints made of vegetable coloring matter having a base of metallic salts or aniline dyes; cooks, dishwashers, laundresses, miners, bleachers of cloth, workers in spices, photographers, masons, stone cutters, cement workers, cabinetmakers, varnishers, rag cleaners, fullers, bleachers of fabrics by means of sulphur fumes, (skin) tanners, spinners and gatherers of wool, makers of chlorine by electrical decomposition of sodium chloride, workers handling petroleum and gasoline.

(17) Influences of other physical agents in causing diseases:

Dampness: Individuals who work in places where there is much water, as for example, rice planters.

Compressed air and air in inclosed places: Divers, miners, workers in poorly ventilated places, other than those places where injurious gases are produced.

#### *Diseases of sight and hearing*

(18) Electric ophthalmia: Autogenic solderers, and electricians.

(19) Other ophthalmias: Workers in high temperatures; glaziers, tinsmiths, blacksmiths, etc.

(20) Sclerosis of the middle ear: Copper plate rollers, mineral crushers.

#### *Other affections.*

(21) Hygroma on the knee: Workers who usually work in a kneeling position

(22) Occupational cramps: Writers, pianists, violinists, and telegraphers.

(23) Occupational deformities: Shoemakers, carpenters, masons.

(24) Ammonia: Workers in the distillation of bituminous coal, in the preparation of fertilizers for agricultural lands, cleaners of latrines and sewers, miners, makers of ice, and stampers.

(25) Hydrofluoric acid: Glaziers, engravers.

(26) Chlorous vapors: Preparation of calcium chloride, whitewashers, preparation of hydrochloric acid, chloride, or soda.

(27) Sulphur dioxide: Makers of sulphuric acid, dyers, colored-paper workers, and stampers.

(28) Carbon monoxide: Boiler makers, smelters of minerals and metals (blast furnaces), and miners.

(29) Carbonic acid: The same workers listed under carbon monoxide, and in addition, sewer and latrine cleaners.

(30) Arsenic: Arsenic poisoning, workers in arsenic plants, in mineral and metal smelting, dyers, and others handling arsenic.

(31) Lead, lead poisoning: Workers in mineral and metal smelting, painters using white lead, printers, makers of receptacles for storing and handling of lead and its derivatives.

(32) Mercury, chronic mercurial poisoning: Miners in mercury mines and others handling the same metal.

(33) Sulphureted hydrogen: Miners, cleaners of cisterns, sewers, furnaces, industrial pipe lines, retorts, and gas meters, workers in illuminating gas plants and wine shops.

(34) Nitrous vapors: Workers in nitric-acid factories, and stampers.

(35) Carbon sulphide: Workers employed in the manufacture of this product, in vulcanizing rubber, and in extraction of greases and oils.

(36) Hydrocyanic acid: Miners, smelters of minerals and metals, photographers, dyers using blue dyes, and workers in soda works.

(37) Coloring essences, hydrocarbons: Workers in perfume plants.

(38) Hydrocarbons: Coal and oil distillation, preparation of varnishes and all uses of petroleum and its derivatives: Coal miners, workers in the petroleum industry, chauffeurs, etc.

(39) Alkaline chromates and bichromates: Workers in chromium paint plants; makers of colored paper; workers in colored-pencil factories, in ink and dye factories, in the preparation of chromium and of its components, in the manufacture of fuses, explosives, powder, smokeless powder, Swedish matches; in the textile industry for waterproofing materials.

(40) Epithelial cancer caused by paraffin, tar, and analogous substances.

ART. 327. For the purposes of this part the law adopts the following:

### SCHEDULE OF VALUATIONS OF DISABILITIES

#### *Upper extremities—Losses*

	Per cent
(1) Amputation at the shoulder.....	65-80
(2) Loss of an arm between the elbow and the shoulder.....	60-75
(3) Amputation at the elbow.....	55-70
(4) Loss of forearm, between the wrist and the elbow.....	50-65
(5) Total loss of hand.....	50-65
(6) Loss of four fingers of the hand, including the thumb and the corresponding metacarpus, even though the loss thereof is not complete.....	50-60
(7) Loss of four fingers of a hand, leaving the thumb.....	40-50
(8) Loss of thumb with its metacarpus.....	20-30
(9) Loss of a thumb only.....	15-20
(10) Loss of a distal phalange of the thumb.....	10
(11) Loss of the index finger with its metacarpus or a part thereof.....	10-15
(12) Loss of index finger.....	8-12
(13) Loss of distal phalange, with mutilation or loss of the middle phalange of the index finger.....	6
(14) Loss of middle finger, with mutilation or loss of its metacarpus or part thereof.....	8
(15) Loss of a middle finger.....	6
(16) Loss of distal phalange, with mutilation of the middle phalange of the middle finger.....	4
(17) Loss of distal phalange only of the middle finger.....	1
(18) Loss of a ring finger or a little finger, with mutilation or loss of its metacarpus or a part thereof.....	7
(19) Loss of a ring finger or a little finger.....	5
(20) Loss of the distal phalange, with mutilation of the middle phalange of the ring finger or little finger.....	3
(21) Loss of the distal phalange of the ring finger or little finger.....	1

If the injured member is the less useful of the two, the compensation computed in accordance with this schedule shall be reduced 15 per cent.

#### *Lower extremities—Losses*

(22) Complete loss of a lower extremity, when an artificial member can not be used.....	65-80
(23) Loss of a thigh, when an artificial member can be used.....	50-70
(24) Amputation at the knee.....	50-65
(25) Mutilation of a leg between the knee and the ankle.....	45-60
(26) Complete loss of a foot (amputation at the ankle).....	30-50
(27) Mutilation of a foot, the heel remaining.....	20-35
(28) Loss of the big toe, with mutilation of its metatarsus.....	10-25
(29) Loss of the little toe, with mutilation of its metatarsus.....	10-25
(30) Loss of the big toe.....	3
(31) Loss of the second phalange of the big toe.....	2
(32) Loss of a toe other than the big toe.....	1
(33) Loss of the second phalange of any toe other than the big toe.....	1

*Ankylosis of an upper extremity*

	Per cent
(34) Ankylosis of the shoulder, affecting propulsion and abduction.....	8-30
(35) Complete ankylosis of the shoulder, with mobility of the shoulder blade.....	20-30
(36) Complete ankylosis of the shoulder, with immobility of the shoulder blade.....	25-40
(37) Complete ankylosis of the elbow, including all the joints of the same, in position of flexion (favorable) between 75° and 110°.....	15-25
(38) Complete ankylosis of the elbow, including all the joints of the same, in position of extension (unfavorable) between 110° and 180°.....	30-40
(39) Ankylosis of the wrist, affecting its movements and according to the degree of mobility of the fingers.....	15-40

## THUMB

(40) Ankylosis of the carpometacarpal joint.....	5- 8
(41) Ankylosis of the metacarpophalangeal joint.....	5-10
(42) Ankylosis of the interphalangeal joint.....	2- 5

## INDEX FINGER

(43) Ankylosis of the metacarpophalangeal joint.....	2- 5
(44) Ankylosis of the joint between the first and second phalanges.....	4- 8
(45) Ankylosis of the joint between the second and third phalanges.....	1- 2
(46) Ankylosis of last two joints.....	5-10
(47) Ankylosis of three joints.....	8-12

## MIDDLE FINGER

(48) Ankylosis of the metacarpophalangeal joint.....	3
(49) Ankylosis of the joints between the first and second phalanges.....	1
(50) Ankylosis of the last two joints.....	6
(51) Ankylosis of three joints.....	8

## RING AND LITTLE FINGER

(52) Ankylosis of the metacarpophalangeal joint.....	2
(53) Ankylosis of the joint between the first and second phalanges.....	3
(54) Ankylosis of the joint between the second and third phalanges.....	1
(55) Ankylosis of the last two joints.....	4
(56) Ankylosis of the three joints.....	5

*Ankylosis of a lower extremity*

(57) Ankylosis of the hip and thigh joint.....	10-40
(58) Ankylosis of the hip and thigh joint, in bad position (flexion, abduction, rotation).....	15-55
(59) Ankylosis of both hip and thigh joints.....	40-90
(60) Ankylosis of the knee in a favorable position, in complete or nearly complete extension, up to 135°.....	5-15
(61) Ankylosis of the knee in an unfavorable position, with flexion from 135° up to 30°.....	10-50
(62) Ankylosis of the knee, bow-legged or knock-kneed.....	10-35
(63) Ankylosis of the foot at right angle, without deformity thereof, with sufficient movement of the toes.....	5-10
(64) Ankylosis of the foot at right angle, with deformity or atrophy which interferes with the movement of the toes.....	15-30
(65) Ankylosis of the foot in an unnatural position.....	20-45
(66) Ankylosis of the toe joints.....	1

*Pseudarthrosis—Upper extremity*

(67) Pseudarthrosis of the shoulder (following extensive resections or considerable losses of bony substance).....	8-35
(68) Pseudarthrosis of the humerus, compressed.....	5-25
(69) Pseudarthrosis of the humerus, loose.....	10-45

	Per cent
(70) Pseudarthrosis of the elbow.....	5-25
(71) Pseudarthrosis of the forearm in one bone only, compressed.....	5
(72) Pseudarthrosis of the forearm in two bones, compressed.....	10-15
(73) Pseudarthrosis of the forearm in one bone, loose.....	10-30
(74) Pseudarthrosis of the forearm in two bones, loose.....	10-45
(75) Pseudarthrosis of the wrist (following extensive resections or considerable losses of bony substance).....	10-20
(76) Pseudarthrosis of all the metacarpal bones.....	10-20
(77) Pseudarthrosis of one metacarpal bone.....	1- 5

PSEUDARTHROSIS OF UNGUAL PHALANX

(78) Of the thumb.....	4
(79) Of the other fingers.....	1

PSEUDARTHROSIS OF OTHER PHALANGES

(80) Of the thumb.....	8
(81) Of the index finger.....	5
(82) Of any other finger.....	2

*Pseudarthrosis—Lower extremity*

(83) Pseudarthrosis of the hip (following extensive resections with considerable losses of bony substance).....	20-60
(84) Pseudarthrosis of the femur.....	10-40
(85) Pseudarthrosis of the knee with leg hanging loose (following a resection of the knee).....	10-40
(86) Pseudarthrosis of the kneecap, with a long fibrous callus.....	10-20
(87) Pseudarthrosis of the kneecap, with a short bony or fibrous callus... ..	5-10
(88) Pseudarthrosis of the tibia and of the fibula.....	10-30
(89) Pseudarthrosis of the tibia only.....	5-15
(90) Pseudarthrosis of the fibula only.....	4-10
(91) Pseudarthrosis of the first or last metatarsal bone.....	3- 5

*Retractile cicatrices*

(92) Of the armpit, when there is complete abduction of the arm.....	20-40
(93) In the bend of the elbow when flexion can take place between 110° and 75°.....	15-25
(94) In acute flexion between 45° and 75°.....	20-40
(95) Of the aponeurosis of the palm of the hand with rigidity in extension or flexion.....	5- 8
(96) Of the aponeurosis of the palm of the hand with rigidity in pronation or supination.....	5-10
(97) Of the aponeurosis of the palm of the hand with rigidity in both pronation and supination.....	10-20
(98) Cicatrices in the space back of the knee-joint in extension from 135° to 180°.....	10-25
(99) Cicatrices in the space back of the knee-joint in flexion between 135° and 30°.....	10-50

*Functional difficulties of the fingers as result of injuries not to joints but to sections or loss of substance in the extensor or flexor tendons, adhesions, or scars*

PERMANENT FLEXION OF A FINGER

(100) Thumb.....	5-10
(101) Any other finger.....	3- 5

PERMANENT EXTENSION OF A FINGER

(102) Thumb.....	8-12
(103) Index finger.....	5- 8
(104) Any other finger.....	3- 5

*Extensive calluses or poor consolidations*

	Per cent
(105) Of the humerus, when deformity and muscular atrophy is produced.....	5-20
(106) Of the olecranon, when short bony and fibrous callus is produced....	1- 5
(107) Of the olecranon, when long fibrous callus is produced.....	5-15
(108) Of the olecranon, when a noticeable atrophy of the triceps is produced by very long fibrous callus.....	10-20
(109) Of the bones of the forearm when interference in the movements of the hand is produced.....	5-15
(110) Of the bones of the forearm when these produce a limitation of pronation or supination.....	5-15
(111) Of the clavicle, when this produces rigidity of the shoulder.....	5-15
(112) Of the hip, when the lower extremity is left stiff.....	10-40
(113) Of the femur, with shortening of from 1 to 4 centimeters, without injuries to the joints or muscular atrophy.....	5-10
(114) Of the femur, with shortening of from 3 to 6 centimeters with muscular atrophy, without rigidity of the joints.....	10-20
(115) Of the femur, with shortening of from 3 to 6 centimeters, with permanent rigidity of the joints.....	15-30
(116) Of the femur, with shortening of from 6 to 12 centimeters, with muscular atrophy and rigidity of the joints.....	20-40
(117) Of the femur, with shortening of from 6 to 12 centimeters, with external angular deviation, permanent muscular atrophy, and flexion of the knee not exceeding 135°.....	40-60
(118) Of the neck of the femur, surgical or anatomical, with shortening of more than 10 centimeters, external angular deviation and rigidity of the joints.....	50-75

## OF THE TIBIA AND FIBULA

(119) With shortening of from 3 to 4 centimeters with a large and protruding callus.....	10-20
(120) Angular consolidation with deviation of the leg, either toward the outside or inside, secondary deviation of the foot with shortening of more than 4 centimeters, if walking is possible.....	30-40
(121) Angular consolidation or considerable shortening and inability to walk.....	45- 6

## MALLEOLAR

(122) With the foot turned inward.....	15-35
(123) With the foot turned outward.....	15-35

*Complete paralysis due to injuries to the peripheral nerves*

(124) Total paralysis of an upper extremity.....	50-70
(125) Injury to the subscapular nerve.....	5-10
(126) Of the circumflex nerve.....	10-20
(127) Of the musculocutaneous nerve.....	20-30
(128) Of the median nerve.....	20-40
(129) Of the median nerve with causalgia.....	40-70
(130) Of the cubital, if the injury is to the elbow.....	20-30
(131) Of the cubital, if the injury is in the hand.....	10-20
(132) Of the radial, if the injury is above the branch of the triceps.....	30-40
(133) Of the radial, if the injury is below the branch of the triceps.....	20-40
(134) Total paralysis of a lower extremity.....	30-50
(135) Injury of the external popliteal nerve.....	15-25
(136) Injury of the internal popliteal nerve.....	15-25
(137) Of the internal popliteal nerve with causalgia.....	30-50
(138) Combined in both extremities.....	20-40
(139) Of the crura.....	30-40
(140) If the injured member is the less useful of the two, the compensation computed in accordance with this table shall be reduced 15 per cent.	
(141) In case the injured member was not whole before the accident, either physiologically or anatomically, the compensation shall be reduced proportionately.	



Per cent

- (142) In the loss, ankylosis, pseudarthrosis, paralysis, cicatricial retraction, and rigidity of the middle, ring, and little fingers of musicians, typists, and linotypists, as well as in cases of retractions of the aponeurosis of the palm of the hand which affects such fingers, compensation shall be increased up to 200 per cent.

*Head*

## SKULL

- (143) Injuries of the skull which do not leave mental derangement or physical or functional disabilities shall be given medical attention and medicines only. Injuries causing fracture of the skull shall be compensated according to the disability resulting.
- (144) When causing complete monoplegia of an upper extremity ----- 50-70
- (145) When causing complete monoplegia of a lower extremity ----- 30-50
- (146) For complete paraplegia of a lower extremity without sphincteral complications ----- 60-80
- (147) With sphincteral complications ----- 60-90
- (148) For complete hemiplegia ----- 60-80
- (149) When aphasia and agraphia result ----- 10-50
- (150) For traumatic epilepsy not curable by an operation and when, in spite of the attacks, it is fully proven that he is still capable of doing some work ----- 40-60
- (151) For traumatic epilepsy, when the frequency of the attacks and other phenomena permanently and totally incapacitate him, not permitting him to perform any work ----- 100
- (152) For injuries of the common oculomotor nerve or of the external oculomotor nerve when any disability is produced ----- 10-20
- (153) For injuries of the facial or of the trigeminus nerves ----- 5-20
- (154) For injuries of the pneumogastric nerve (according to the degree of the functional disorder proved) ----- 0-40
- (155) Of the hypoglossal nerve, when it is unilateral ----- 5-10
- (156) When it is bilateral ----- 30-50
- (157) For diabetes, mellitus or insipidus ----- 5-30
- (158) For chronic dementia ----- 100

## FACE

- (159) For extensive mutilations, when embracing the 2 superior maxillaries and the nose, according to the loss of substance of the soft parts ----- 80-90
- (160) Pseudarthrosis of, superior maxillary, making mastication, impossible ----- 40-50
- (161) With mastication possible but limited ----- 10-20
- (162) In case of prosthesis improving mastication ----- 0-10
- (163) Losses of palatal substance, according to the location and the extent and, in case of prosthesis, functional improvement ----- 5-25
- (164) Inferior maxillary, pseudarthrosis with or without loss of substance, after surgical operations have failed, when the pseudarthrosis is so loose as to impair mastication or render it very defective, or completely prevent it ----- 40-50
- (165) When the ramus ascendens is compressed ----- 1- 5
- (166) When the ramus ascendens is loose ----- 10-15
- (167) When it is pressed down on the ramus horizontalis ----- 5-10
- (168) When it is loose on the ramus horizontalis ----- 15-25
- (169) When it is compressed at the symphysis ----- 10-15
- (170) When it is loose at the symphysis ----- 15-25
- (171) In case of prosthesis resulting in functional improvement, 10 per cent less.
- (172) Defective consolidations, when the teeth or molars do not articulate, restricting mastication ----- 10-20
- (173) When articulation is partial ----- 0-10
- (174) When mastication is corrected by prosthetic apparatus ----- 0- 5
- (175) Loss of 1 tooth, replacement.
- (176) Complete loss of teeth ----- 10-20

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	Per cent
(177) When bridle cicatrices restrict the opening of the mouth, impairing mouth hygiene, pronunciation, or mastication, or permit the escape of saliva.....	10-20
(178) Irreducible dislocation of the temporomaxillary joint, according to the degree of functional obstruction.....	10-25
(179) More or less extensive amputations of the tongue, with adhesions according to the degree of interference with speech and swallowing.....	10-30

## EYES

(180) Complete loss of sight of both eyes.....	100
(181) Extraction of 1 eye.....	45
(182) Concentric narrowing of the field of vision of 1 eye, with 30° remaining.....	0
(183) Of both eyes.....	10-20
(184) Concentric narrowing of the field of vision of 1 eye, with vision of only 10° or less.....	10-15
(185) Of both eyes.....	50-60

## PERMANENT DIMINUTION OF VISUAL ACUITY (WHEN IT CAN NOT BE IMPROVED WITH GLASSES)

[When 1 normal eye is the unit]

When 1 affected eye has—	Per cent of incapacity in occupation—	
	Not requiring specified visual acuity	Requiring specified visual acuity
(186) No vision.....	25	35
(187) 0.05 of normal vision.....	20-25	30
(188) 0.1 of normal vision.....	20	25-30
(189) 0.2 of normal vision.....	15	20
(190) 0.3 of normal vision.....	10	15
(191) 0.5 of normal vision.....	5	10
(192) 0.6 of normal vision.....	0	15
(193) 0.7 of normal vision.....	0	0

- (194) In cases where there is a bilateral diminution of visual acuity, there shall be added the percentage of incapacity for each eye, which shall be calculated as if the other eye had vision equal to the unit (normal vision).
- (195) In accepting employees into the service it shall be considered, for future claims for loss of vision, that they have the unit (normal vision) even when they have seven-tenths of normal in each eye.

## VERTICAL HEMIANOPSIA

	Per cent
(196) Homonymous hemianopsia, right or left.....	10-20
(197) Heteronymous nasal hemianopsia.....	5-10
(198) Heteronymous temporal hemianopsia.....	20-40

## HORIZONTAL HEMIANOPSIA

(199) Superior.....	5-10
(200) Inferior.....	40-50
(201) Quarter (of the field of vision).....	5-10
(202) Diplopia.....	10-20
(203) Ophthalmoplegia, internal, unilateral.....	5-10
(204) Ophthalmoplegia, internal, bilateral.....	10-20
(205) Deviation of the edges of the eyelids (entropion, ectropion, symblepharon).....	0-10
(206) Epiphora.....	0-10
(207) Lachrymal fistulas.....	10-20

## NOSE

	Per cent
(208) Mutilations of the nose without nasal stenosis.....	0- 3
(209) With nasal stenosis.....	5-10
(210) When the nose is reduced to a cicatricial stump, with severe nasal stenosis.....	10-40

## EARS

(211) Complete unilateral deafness.....	20
(212) Complete bilateral deafness.....	60
(213) Partial unilateral deafness.....	5-10
(214) Partial bilateral deafness.....	15-30
(215) Complete deafness in 1 ear and partial in the other.....	20-40
(216) Traumatic labyrinthine vertigo, duly proved.....	20-40
(217) Loss or excessive deformity of the external ear, unilateral.....	0- 5
(218) Bilateral.....	3-10

*Spinal column—Disabilities due to traumatism without medullar injuries*

(219) Persistent deviations of the head and the trunk, with severe interference with movements.....	10-25
(220) With permanent rigidity of the spinal column.....	10-25
(221) Traumatism with medullar injury, when it makes walking impossible and sphincter disorders exist.....	100
(222) When walking is possible with crutches.....	70-80

*Larynx and trachea*

(223) Cicatricial strictures which cause dysphonia.....	5-15
(224) When dyspnea is produced.....	5-10
(225) When because of dyspnea it is necessary to use a cannula permanently in the trachea.....	40-60
(226) When both dysphonia and dyspnea exist.....	15-40

*Thorax*

(227) For disability which results from injuries of the sternum. When a deformity or functional obstruction is produced in the thoracic or abdominal organs.....	1-20
(228) Fracture of the ribs when some functional obstruction in the thoracic or abdominal organs results.....	1-60

*Abdomen*

(229) When the occupational hazards produce in the organs contained in the abdomen injuries which cause some disability as a consequence, these shall be compensated for after proof of the disability.....	20-60
(230) Irreducible dislocation of the pubic bone or internal rupture of the symphysis pubis.....	15-30
(231) Fracture of the ischiopubic or the horizontal sections of the pubic bone when some disability is left or vesical disorder or (difficulty in) walking.....	30-50
(232) For vicious cicatrices of the walls of the abdomen when any disability results.....	1-15
(233) For fistulas in the digestive tube or its connections, which can not be operated upon, and when any disability results.....	10-50

*Genitourinary system*

(234) For stricture of the urethra after an injury, which is incurable and which necessitates urination through a perineal or hypogastric meatus.....	50-80
(235) Total loss of the penis, which necessitates urination through an artificial meatus.....	50-90
(236) For the loss of both testicles in persons under 20 years of age.....	90
(237) In persons over 20 years of age.....	20-60
(238) For prolapse of the uterus due to an industrial accident, duly proved, and impossible of cure through an operation.....	40-60
(239) Loss of a breast.....	10-20

*Various classifications*

	Per cent
(240) For mental derangement resulting from an accident, and when it appears within six months, counting from the date of the occupational hazard.....	100
(241) Loss of both eyes, both arms above the elbow, amputation of both legs at the hip, or of one arm above the elbow and one leg above the knee on the same side, medullar injury from any traumatism which causes complete paralysis of the lower extremities with sphincter disorders, and incurable insanity shall be considered as permanent total disability.....	100
(242) Purely æsthetic disfigurements shall be compensated according to their nature, in the judgment of the proper board of conciliation and arbitration, but only in the event that they reduce in any way the working capacity of the injured person, taking into consideration the occupation in which he or she is engaged.	

# COOPERATION

## Development of Cooperative Marketing in the United States, 1930-31

A RECENT press release of the Federal Farm Board places the number of cooperative marketing associations in the United States at 11,950, of which 71.7 per cent are in the North Central States. Their membership is estimated at 3,000,000 and their business during the 1930-31 marketing season at \$2,400,000,000.

The leading States in point of number of societies are Minnesota and Wisconsin, in point of membership Minnesota and Iowa, and as regards business California, Minnesota, and Illinois.

The table following shows the distribution of the associations as regards geographic divisions and commodities handled.

NUMBER, MEMBERSHIP, AND BUSINESS OF COOPERATIVE MARKETING ASSOCIATIONS, 1930-31, BY GEOGRAPHIC DIVISION AND COMMODITY HANDLED

Geographic division and commodity group	Associations		Membership <sup>1</sup>		Estimated business, 1930-31 marketing season	
	Number	Per cent	Number	Per cent	Amount	Per cent
<b>Geographic divisions:</b>						
West North Central.....	5,265	44.1	1,191,550	39.7	\$780,470,000	32.5
East North Central.....	3,301	27.6	774,010	25.8	523,670,000	21.8
Pacific.....	838	7.0	162,230	5.4	351,550,000	14.6
West South Central.....	619	5.2	195,860	6.5	132,515,000	5.5
Middle Atlantic.....	478	4.0	190,130	6.3	244,080,000	10.2
South Atlantic.....	472	4.0	134,590	4.5	119,070,000	5.0
Mountain.....	460	3.8	118,280	4.0	97,395,000	4.1
East South Central.....	309	2.6	145,450	4.9	60,380,000	2.5
New England.....	208	1.7	87,900	2.9	90,870,000	3.8
Total.....	11,950	100.0	3,000,000	100.0	2,400,000,000	100.0
<b>Commodity group:</b>						
Grain.....	3,448	28.9	775,000	25.8	621,000,000	25.9
Dairy products.....	2,391	20.0	725,000	24.2	620,000,000	25.8
Livestock.....	2,014	16.8	400,000	13.3	300,000,000	12.5
Fruits and vegetables.....	1,386	11.6	182,000	6.1	319,000,000	13.3
Miscellaneous selling.....	474	4.0	132,000	4.4	61,800,000	2.6
Cotton.....	261	2.2	190,000	6.4	130,000,000	5.4
Poultry.....	160	1.3	82,000	2.7	86,000,000	3.6
Wool.....	136	1.1	64,000	2.1	26,000,000	1.1
Nuts.....	71	.6	17,000	.6	13,000,000	.5
Tobacco.....	13	.1	40,000	1.3	7,000,000	.3
Forage.....	8	.1	1,000	( <sup>2</sup> )	1,200,000	( <sup>2</sup> )
Miscellaneous buying.....	1,588	13.3	392,000	13.1	215,000,000	9.0
Total.....	11,950	100.0	3,000,000	100.0	2,400,000,000	100.0

<sup>1</sup> Includes members, contract members, shareholders, shippers, consignors, and patrons.

<sup>2</sup> Less than one-tenth of 1 per cent.



## Workers' Productive Associations in France

**A**T THE congress of the French workers' productive associations, held in Paris, September 1-7, 1931, data were given showing the development of these cooperative workshops.<sup>1</sup>

The year 1931 marks the centenary of this type of cooperative association in France, the first such association having been formed in 1831. After the establishment of this first society few other associations were formed in the period up to 1848; during this time only about a dozen such societies were started. With the advent of the Second Republic and the enunciation of the social philosophy of such men as Fourier, Buchez, and Louis Blanc, interest in cooperation increased and a number of cooperative workshops were started. Most of these lasted only a short time and the fall of the Second Republic found only a few still surviving.

A new period of development began in 1864, but the War of 1870 caused the end of most of the associations. Beginning about 1882, renewed interest in this type of cooperative effort began and has continued up to the present, especially in such centers as Paris, Lyon, and Marseille. Workers' productive associations have been formed in many industries, but notably in the construction industry.

In 1885 the organizations federated into a central organization called the *Chambre Consultative*. Beginning with a membership of 29 associations, it now has in affiliation 340 societies. The World War caused the disappearance of a certain number of societies, but these were more than counterbalanced in number by the new societies formed after the end of the war.

The report given at the congress pointed out the changed attitude now found in the trade-union movement toward cooperative productive societies. Before the World War cooperative workshops were looked upon with suspicion and hostility by unionists. Of recent years, however, the labor movement has come to regard these associations with sympathy as being "the worker's sole means of emancipation from the employer." This change of attitude, it is stated, has given new impetus to the cooperative productive movement and has shown itself in an increase in the number of societies and of cooperators.

There are now successful cooperative organizations in all of the following industries: Quarrying, horticulture, food, furniture, tanning, textile, clothing, printing and publishing of books, glass, production of objects of art, jewelry, watchmaking, metal (principally machinery and telephone), transport and supplies, and especially in construction and public works. All of the important cities of France have workers' productive associations, those with the greatest number of associations of this type being Paris, Lyon, Marseille, Limoges, Toulouse, Morlaix, Rennes, Poitiers, Bordeaux, Troyes, Amiens, Auxerre, Reims, Lille, Tourcoing, and Roubaix.

The following table shows the development of the societies affiliated to the *Chambre Consultative* since 1928, when the last previous congress was held. During the period 1928-1931, the number of affiliated associations rose from 280 to 340 and their combined membership from 16,000 to 23,000.

<sup>1</sup> *L'Information Sociale* (Paris), Oct. 15, 1931.

## DEVELOPMENT OF WORKERS' PRODUCTIVE ASSOCIATIONS IN FRANCE IN 1928 AND 1931

[Conversions into United States currency on basis of franc=3.92 cents]

Item	1928		1931	
	French currency	United States currency	French currency	United States currency
	<i>Francs</i>		<i>Francs</i>	
Amount of business done.....	140,000,000	\$5,488,000	210,000,000	\$8,232,000
Profits on business.....	11,000,000	431,200	18,000,000	705,600
Amount paid on capital.....	700,000	27,440	1,000,000	39,200
Amount placed in reserves.....	4,000,000	156,800	6,000,000	235,200
Amount returned in bonus to workers.....	3,000,000	117,600	5,500,000	215,600
Amount returned in bonus to supervisory force, technical employees, etc.....	300,000	11,760	500,000	19,600
Amount retained for general welfare purposes.....	3,000,000	117,600	5,000,000	196,000

## Development of Consumers' Cooperation in Japan

AT THE end of 1929, according to a survey made by the Central Cooperative Union of Japan, the results of which are given in Cooperative Information (Geneva), No. 12 (125), 1931, there were 10,188 cooperative purchasing societies in Japan. These had a combined membership of 3,014,992, paid-in share capital of 113,264,848 yen (\$56,632,424),<sup>2</sup> and annual sales of 163,919,105 yen (\$81,959,553). Most of these societies are farmers' organizations formed for the cooperative purchase of raw materials.

The report states that lately there has been distinct progress in the consumers' cooperative movement in the urban districts. Societies of this type registered under the cooperative law in 1929 numbered 159. The membership of 149 of these societies which reported to the central union numbered 133,036, their paid-in share capital amounted to 1,832,904 yen (\$916,452), and their annual sales aggregated 21,684,581 yen (\$10,842,290). Of these 149 societies, 91 were organizations whose membership was drawn from the general public, 12 were societies organized by workers, and 40 were organized by Government employees or teachers in schools and colleges.

The development of the trade-union movement has brought with it an increased interest among the workers in cooperation. In February, 1931, there were 16 workers' societies registered under the cooperative law; many societies have not registered, however, and it is estimated that there are altogether some 130 societies of this type. Among the workers' societies there is often a very close connection between the union and the society. In some cases, indeed, the cooperative society is really an autonomous branch of the trade-union and has the same membership. There are about 53 trade-union societies, with a combined membership of 122,118.

The other workers' societies have been formed by the cooperators themselves, without any connection with labor organizations, though in some of these societies the members are also trade-unionists.

<sup>2</sup> Yen=approximately 50 cents.

### New Cooperative Law of Spain<sup>3</sup>

THE development of the cooperative movement of Spain has been hampered by the absence of the legal protection afforded by a cooperative law. Various commissions had been appointed, from time to time, charged with the drafting of such a measure but no legislative action was taken. Upon the accession of the new Republican Government in that country, increased agitation for a cooperative law occurred and on July 4, 1931, the new Government issued a decree defining a cooperative organization, setting up standards to which it must conform, and establishing definite classes of cooperative societies.

A cooperative organization is defined as follows: "A cooperative society is an association of persons, natural or corporate, who submit to the provisions of the present decree in matters of organization and operation, and, striving to eliminate profit, aim at meeting certain common needs by developing the economic and social welfare of the members through active collaboration in a collective undertaking."

It must conform to the following principles: (1) Self-government, through general meetings; (2) equal voting rights;<sup>4</sup> (3) business managed and directed by the membership; (4) shares nontransferable (except to another member), and bearing interest at a fixed rate not exceeding the regular legal rate; (5) distribution of surplus savings among the members in proportion to their patronage.

At least 10 per cent of the trading surplus each year must be placed in a reserve fund, until this equals in amount the paid-in share capital.

Societies are prohibited from using the name "cooperative" unless conforming to the provisions of the decree.

The following classes of societies are recognized under the act: (1) Consumers' societies (including also those distributing water, gas, and drugs, or operating chemical laboratories, buildings, transport systems, or schools); (2) employees' organizations, i. e., those formed for the purpose of improving working conditions; (3) occupational societies, i. e., societies of persons following the same occupation, i. e., agricultural societies, workers' productive societies, small traders' organizations, etc.; and (4) credit and thrift societies. A special committee is to be appointed to report on an act for agricultural societies.

All existing societies are required to register under the law within three months after its publication.

It is expected that this decree, along with the opening of new schools and the spread of education, will result in a great development of cooperation. "At present there are vast tracts of country where cooperation is totally unknown, and Spanish cooperators consider that one reason for the comparatively slow growth of their movement has been the low standard of education." Even where the cooperative movement has taken root the multiplicity of small societies, each with its administrative and other expenses, has kept the movement weak. Another characteristic of the movement has been the tendency to develop mutual-aid features, perhaps to the detriment of the commercial phase of cooperation.

<sup>3</sup> Data are from International Labor Office (Geneva), Cooperative Information No. 13 (126), 1931; and Review of International Cooperation (London), September, 1931.

<sup>4</sup> Except in so-called "occupational societies" in which members especially active in the work of the society may be allowed up to 3 votes each.

# LABOR AND OTHER ORGANIZATIONS AND CONGRESSES

## World Social Economic Congress, 1931

THE following is an outline of the program (final edition) of the World Social Economic Congress, held in Amsterdam, August 23 to 29, 1931, under the auspices of the International Industrial Relations Association.

1. The present paradox. Unemployment in the midst of economic progress, including a discussion on the significance of world-wide unemployment with an interpretation of reports on fluctuations in employment and unemployment, 1920-1930, in Australia, Canada, China, France, Germany, Great Britain, the Union of Soviet Socialist Republics, and the United States. Scheduled for the same morning were an address and discussion on the recent growth of the world's productivity.

2. Principles and practicability of economic planning. Under this subject the principles and practices of scientific management in the United States and Europe were presented and the problem of planned economy considered.

3. Agricultural and industrial experience in national economic planning in the Soviet Union.

4. The necessity and means for international economic planning. The subtopics in this section of the program were: (1) International planning by industries, (2) mass distribution and higher standards of living, (3) the functioning of the international financial system in the economic world, (4) economic service of the League of Nations, and (5) experience and potentialities in international economic treaties.

5. Standards of living—the resultant of productive capacity and buying power. In connection with this subject special consideration was given to the subject of international agreement on labor standards and to the economic policy of the international labor movement.

6. Round table conference on the workshop.

7. The necessity for world social economic planning—report of committee on findings.

The chairman of the congress was C. H. Van der Leeuw, president of the International Industrial Relations Association, The Hague. Among the principal speakers or contributors of papers were Albert Thomas, director, International Labor Organization, Geneva; Max Lazard, economist, Paris; Otto Neurath, director Social Economic Museum, Vienna; H. S. Persons, managing director of The Taylor Society, New York; Hugo von Haan, International Management Institute, Geneva; Lewis L. Lorwin, Institute of Economics of the Brookings Institution, Washington, D. C.; Valery V. Obolensky-Ossinsky, economist, member of Editorial Collegium of *Isvestia*, Moscow; M. Palyi, economist, Berlin; Edward A. Filene, William

Filene's Sons' Co., Boston; Rudolf Broda, president League for the Organization of Progress, Antioch College, Yellow Springs, Ohio; Joseph P. Chamberlain, Columbia University, New York; F. Naphtali director of economic research for trade-unions, member of National Economic Council, Berlin; and Miss Mary van Kleeck, director of industrial studies, Russell Sage Foundation, New York, and vice president, International Industrial Relations Association.

At the final session Miss van Kleeck, the chairman of the program committee, described as follows the double theme running through the proceedings of the congress:<sup>1</sup>

The present economic crisis, with its suffering for millions of persons throughout the world, demands the exercise of the most expert intelligence which the world's intellectual and technical resources can bring to bear upon a common world task.

The common world task is to maintain and to raise the standards of living of all people, first by dealing with the immediate critical questions, and second by directing the resources of intelligence toward the constructive upbuilding of social economic life.

She also suggested the need of a world social economic center "to coordinate the efforts of the technicians, to direct their attention to the common problems, to agree upon uniformity in statistics bearing upon economic planning, and to develop greater precision in the methods of economic and social research."

According to Miss van Kleeck, the world social economic center might perform the following functions:

(1) Centralize the planning of research which would preferably be conducted by national and international research agencies. The center, however, would not extensively develop research of its own but "would bring to bear the results of investigations wherever they might be made."

(2) Focus research upon practice. The engineer, for example, in studying how to build a bridge takes over scientific discoveries and makes them applicable to the building of a bridge which will bear the traffic. Those who are at present responsible for industry and business must become aware of the certain effects of given practices. Furthermore, they must learn from economics and scientific management the methods of reaching a desired end.

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### Canadian Trades and Labor Congress, 1931

**T**HE forty-seventh Trades and Labor Congress of Canada was held at Vancouver, September 21-25, 1931. Over 250 delegates were in attendance.<sup>2</sup> The secretary-treasurer reported that the paid-up membership of the organization for the fiscal year ending August 31, 1931, was 191,137.

Included in the report of the executive council were the legislative program presented to the Dominion Government by the council; a review of the regular and special sessions of the Canadian Parliament since the last annual meeting of the congress, mention being made of legislative measures of direct interest to labor; a summary of the legis-

<sup>1</sup> Multigraphed statement from office of vice president, International Industrial Relations Association, New York City.

<sup>2</sup> Labor Gazette, Ottawa, October, 1931, pp. 1082-1093.



lative changes made by the legislatures of various Provinces; the reports of provincial executive committees and federations of labor of certain Provinces, affiliated with the congress; and the relations of the congress with national and international bodies; reports of the activities of certain welfare associations, including the Canadian Council on Child and Family Welfare and the Dominion Council of Health.

The council made a special report on employment and under-employment, issued in a separate pamphlet, which the committee on officer's reports commended to the careful attention of the delegates. A dozen resolutions on unemployment were also referred to the above-mentioned committee, which made the following recommendations or took the positions here indicated:

(1) Concurrence in the statement in regard to reduction of hours and holidays with pay, (2) indorsement of the maintenance of wage standards, (3) approval of the recommendation regarding participation by the workers through their trade-unions in the management of industry; (4) reindorsation of the policy of public ownership and control of public utilities; (5) indorsement of free employment bureaus; (6) urging that Canadian industrial workers who desire to settle on vacant lands be given similar assistance as has in the past been given to immigrants; (7) advocating coordination of seasonal occupations with a view to providing steadiness of employment; (8) emphasizing the need for proper control of tariff-protected industries to prevent unreasonable prices; (9) ratification of the conventions of the International Labor Organization; (10) favoring the publication of the information gathered in the last census re unemployment and also that similar information be procurable at more frequent intervals than the decennial census; (11) indorsing the establishment of an expert body in connection with the National Research Council and also that an advisory committee be attached to such body; (12) approval of carrying on public construction and repair work during times of depression at fair wages and a maximum 8-hour day and 5-day week; (13) reindorsation of the policy of the congress regarding unemployment insurance;<sup>3</sup> (14) supporting the statement of the executive council with respect to direct relief to the destitute unemployed.

The committee stressed the growing number of industries which are putting their workers on short time for protracted periods, thus adding to the underemployment problem, and held that not only must aid and relief work be granted to the jobless, but any scheme devised should apply equally to these part-time workers not receiving enough for an adequate standard of living.

#### Adopted Resolutions

AMONG the resolutions approved by the convention were those to the following effect:

*Dismissal of married women.*—Instructing the executive officers of the congress to urge upon the Dominion and Provincial Governments to issue instructions forthwith that no married woman whose husband is in the employment of the Government at a fair wage may continue to be employed, otherwise her husband should be liable to immediate dismissal.

*Wages and hours.*—Favoring the 5-day week and 6-hour day as a partial solution of the existing economic depression; reiterating the policy of the congress regarding shorter hours and higher wages, in order to provide employment for greater numbers and expand their purchasing power; protesting against workers in certain establishments being obliged to labor 7 days a week; calling for an 8-hour day

<sup>3</sup> Favoring a national system of unemployment insurance, based on contributions from the State, the employers, and the employed.

for persons employed in penitentiaries; asking the various governments to pass legislation compelling all employers having more than 12 permanent employees who have been employed by them for a year or more to give such employees at least one week's holiday with full pay each year.

*Minimum wage.*—Asking amendments to the Quebec minimum wage act, in order to insure adequate protection for all industrial and commercial female workers; and urging that amendments be requested to minimum wage acts similar to the amendments adopted in Manitoba “in so far as the employment of male labor displacing female labor coming within the scope of the several acts is concerned.”

*Government contracts.*—Requesting the insertion of a penalty clause in all Government contracts that will make the parties violating these contracts liable to prosecution under the Criminal Code and also the permanent barring of such parties from working or tendering any future Government contracts; asking the Dominion Government to have inspectors on Government undertakings report violations of provisions concerning fair rates of wages and working conditions as set forth in the specifications of the various contracts.

*Health insurance and old-age pensions.*—Favoring national health insurance and asking the various governments to take steps at once to adopt legislation for this purpose; calling on the Dominion Government to adopt old-age pensions as a Federal measure, including all the Canadian Provinces; protesting against contributory old-age pensions; in favor of the lowering of the age at which persons become eligible for pensions to 65 years and the fixing of 15 years' residence as a qualification for such benefits.

*Mothers' allowances.*—Asking that the government of Ontario be requested to amend the mothers' allowance act of that Province so that the law be applicable to a mother with one child; and that the government of Quebec be requested to enact legislation making provision for mothers' allowances and maternity benefits.

*Transportation.*—Urging the regulation of motor transportation; in favor of legislation to protect the railway transportation companies against unfair competition over highways; expressing resentment at the attacks by members of the present Dominion Parliament on the Canadian National Railways; and in favor of requesting the Dominion and provincial Governments to do all in their power to induce the Canadian Pacific Railway to restore thousands of its laid-off employees to the company's service.

*Financial measures.*—Proposing that the officers in each Province be urged to take up with their respective governments the matter of adequate protection for workers' homes which are being lost by the foreclosure of mortgages; in favor of legislation which will permit the payment of dividends on active capital only, invested in industrial, commercial, and public utility corporations; also favoring legislation to prevent stock watering and of requesting the Dominion Government to take the initiative with a view to canceling war debts and suggesting, in case of failure in this connection, a reduction in the interest on such debts.

*Miscellaneous.*—Asking that the Provinces of Ontario and Quebec be urged to adopt enabling legislation to allow the operation of the Canadian industrial disputes investigation act in such Provinces;

requesting that the congress urge public ownership and the democratic management of public utilities; asking for the complete abolition of fee-charging, private employment agencies; urging every possible moral aid to the organized musicians in their endeavors to secure the performance of their members in theaters instead of the present use of mechanical music; expressing opposition to the existing penal reform system under which prisoners are used on construction work; and in favor of treating the applications of Japanese for naturalization on an equal basis with similar applications from other aliens.

#### Officers for 1931-32

TOM MOORE was reelected president of the congress and P. M. Draper will continue as secretary-treasurer of the organization. The 1932 convention will meet in Hamilton, Ontario.

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#### Congress of French General Confederation of Labor, 1931

THE twenty-first national congress of the Confédération Générale du Travail<sup>1</sup> was held in Paris, September 15-19, 1931. The congress was attended by 1,341 delegates, representing 2,359 trade-unions, and by several delegates from trade-unions in foreign countries. The questions which occasioned the most discussion in the congress were trade-union unity, disarmament and peace, social insurance, the economic crisis and labor action, and reform of teaching and labor education.

The general report of the officers and the question of trade-union unity occupied much of the time of the congress. Trade-union unity has been a troublesome question since 1921, when the extremist members of the federation seceded and formed the Confédération Générale du Travail Unitaire (C. G. T. U.). A committee of propaganda for trade-union unity, called the "Committee of 22," which was made up of representatives of the regular and the Communist organizations, was organized before the congress to try to formulate a basis for compromise. A resolution was submitted by this committee, pointing out the necessity for national and international reconstruction of the trade-union movement for the purpose of securing unity of action and proposing that the C. G. T. should unite with other organizations in a national reconstruction congress which should have for its purpose the establishment of a single organization uniting the General Confederation of Labor and the radical and other trade-union organizations. This resolution was defeated by a large majority and a resolution was subsequently adopted which expressed the wish of the congress for unity of action on the part of all trade-unionists since it was evident that the need for united forces was more urgent than ever in view of the present economic situation. The resolution asserted, however, that this unity could be realized only through the medium of the principal organization—the C. G. T.—and called upon all those who deplored the present situation to work for its termination. To this end it was recommended that all syndi-

<sup>1</sup> L'Information Sociale, Paris, Sept. 24, Oct. 1, 8; La Voix du Peuple, Paris, September, 1931.

cates, departmental unions, and national federations should show a conciliatory attitude and that no conditions should be placed upon the return of seceding unions to the General Confederation of Labor.

The social insurance system was indorsed in a resolution which stated that the first year's operation of the act had shown its vitality, but the resolution called for certain reforms, which included clarifying the provisions relating to home workers; continuing, in the interest of the public health, the medical and pharmaceutical benefits to persons whose sickness lasted more than six months; continuing the unemployment-guaranty provisions of the present law after January 1, 1932, while waiting for a vote upon an unemployment insurance law; and increasing the wage limit for compulsory and voluntary insurance to 25,000 francs. The resolution affirmed the right of all insured persons to belong to funds of their own choice, which, the resolution stated, is often violated.

It was considered that labor action in face of the economic crisis should take the form of demands for various measures designed to relieve the unemployment situation. Chief among these measures were establishment of a 40-hour 5-day working week, paid vacations, improvement and extension of unemployment insurance funds preparatory to the institution of unemployment insurance, extension of the school period, and lowering of the age limit for pensions. The congress estimated that these measures would insure the reemployment of large numbers now unemployed, thus restoring a considerable portion of the lost purchasing power of the workers, while they would also afford resistance to the lowering of wages by reestablishing a certain equilibrium between supply and demand upon the labor market. The development and improvement of the present system of employment so as to secure a better distribution of labor in the industries and centers where it is most needed was recommended, as was also the advance planning of public works.

The congress declared that the reduction of armaments which weigh so heavily on all peoples is essential to the improvement of the economic condition of the world, to the development of international security, and the reestablishment of confidence between nations. The labor organizations pledged themselves, therefore, under all circumstances to use their strength and influence in the service of peace.

The resolution on the reform of education reaffirmed one passed by previous congresses stressing the necessity for an entire reorganization of the educational system in order that both children and adults of the working classes should have the opportunity to secure better educational and cultural advantages.

The committee on social legislation reported upon a number of measures which were pending in one or both of the houses of Parliament, and recommended reforms in certain of the existing laws. The report dealt with the application of the 8-hour day in France, and with the operation of the workmen's compensation law. Improvements were demanded in the enforcement of the laws relating to the payment of the dismissal wage, the weekly rest period, and safety and sanitation of work places, while the enactment of the laws relating to family allowances and vacations with pay was urged.

## Meeting of British Trades-Union Congress, 1931

THE sixty-third annual assembly of the British Trades-Union Congress was held at Bristol, September 7-11, 1931, with 589 delegates in attendance, representing a trade-union membership of 3,719,401. The Ministry of Labor Gazette gives, in its issue for October, 1931, a summary of the action of this congress, from which the following details are taken.

The number of organizations represented and their membership, for 1930 and 1931, were as follows:

## ORGANIZATIONS AND MEMBERSHIP REPRESENTED AT TRADES-UNION CONGRESS

Group of organizations	1930		1931	
	Number of organizations	Number of members	Number of organizations	Number of members
Agriculture.....	1	30,000	1	30,000
Mining and quarrying.....	8	629,025	8	628,541
Metals, machines, conveyances.....	49	507,640	49	498,946
Textile.....	29	460,222	28	431,979
Clothing.....	8	154,881	8	149,206
Woodworking and furniture.....	8	58,376	8	58,886
Paper, printing, etc.....	12	140,925	14	150,898
Building, public works contracting, etc.....	9	288,300	8	276,660
Food, pottery, and other manufacturing industries.....	14	43,573	14	48,200
Railway service.....	3	411,505	3	427,698
Other transport and general labor.....	6	764,531	6	755,871
Commerce, distribution, finance.....	8	187,358	8	195,532
Government, national and local.....	6	32,249	6	34,628
Entertainments, sport, and miscellaneous.....	8	35,735	8	32,356
Total.....	169	3,744,320	169	3,719,401

These figures show a slight falling off in the membership represented, but no striking changes. The textile trades have had the largest decrease (28,243, or 6 per cent), while the railway service group, with an increase of 16,193, or 4 per cent, shows the largest growth.

The main interest of the session centered in the political and economic situation of the country as it affected the mass of the workers, and the methods by which it might be improved. The general council submitted a special supplementary report dealing with the financial situation as of August 31.

The report deals with the financial and political situation and with the negotiations which took place between the general council and the late Government; it also sets out what the general council believe to be the definite problems in the country's economic situation. These difficulties they believe to be due to the failure of industry to adapt itself to the new conditions, to the unsound monetary policy pursued by successive Governments, and to the reparations and war debts settlements. The remedies the council suggest are the cessation of the deflation policy, the reconstruction of basic industries on modern lines as public utility services, and an international policy aiming at world peace and the revision of international debts and reparations. They further urge the raising of the world level of wholesale prices. They suggest that the weakness of the exchanges is due to the lack of balance between our imports and exports. They strenuously oppose wage reductions as a remedy for the situation, and advocate "devaluation." They pronounce no opinion upon the question of a revenue tariff, but recommend that a full investigation should forthwith be made into the whole question of fiscal policy, and that a report should be submitted later to a special conference of trade-union executives.



The council also offered the following resolution dealing with the question of planning and regulating the country's economic development:

This congress, being in accord with the traditional policy of the trade-union movement, welcomes the present tendency toward a planned and regulated economy in our national life.

Having regard to the seriousness of the economic situation, congress expresses the view that only by a comprehensive planning of our economic development and regulated trading relations can the needs of the present day be met.

Congress therefore instructs the general council boldly to advance this policy both nationally and internationally, keeping in mind that, in order to maintain and improve the standard of living, the people as consumers must be protected from exploitation by public control and regulation.

This, after discussion, was carried by a card vote of 2,866,000 to 749,000.

Several resolutions were presented calling for public control or regulation of different industries. The Iron and Steel Trades Confederation presented a resolution emphasizing the national importance of the iron and steel industry, and urging that it should be brought under control as a public utility, managed by a central board. Some opposition was roused by one paragraph reading as follows:

The central board would act for the industry as a whole in formulating agreements with other countries in regard to intertrading relations, and would have authority to regulate, restrict, or prohibit imports if the nature of the competition and other circumstances justified that course, and to fix prices of iron and steel in the home market, with due regard to the necessity of stimulating the activities of important using trades.

The opposition to this was based on the belief that it might be used to impose a tariff, but the resolution was carried by a card vote of 1,794,000 to 1,434,000. Other resolutions, calling for the organization of transport under a national authority, and for the introduction of a measure to secure the nationalization of mines and minerals and by-products were carried.

Among the other resolutions carried was one protesting against the institution of training centers when the trades concerned are already suffering from unemployment; a composite resolution calling for a working week of 40 hours, without any reduction in the weekly wage, and with no overtime except on work of agreed urgency; and one proposing that all statutory and customary holidays, in addition to two weeks of annual vacation, should be paid for. Others called for improvement in the present workmen's compensation legislation, for the reestablishment of the national agricultural wages board and a national rural housing board, for safeguards against the introduction of a 7-day working week in places of entertainment, and for the ratification of the Geneva convention regulating hours of work in commerce and offices, with omissions rectified.

# WORKERS' EDUCATION AND TRAINING

## Three Labor Summer Schools, 1931

A BRIEF account of several summer schools for workers is given in the October, 1931, *Journal of Adult Education* (pp. 476-478), from which the following information is taken:

*Bryn Mawr School of 1931.*—As a result of the prevailing unemployment the number of applications received for the Bryn Mawr Summer School was greater for the 1931 sessions than for any previous term. There were 80 applications from New York City alone, although only 20 places are allowed for that city. Later on, however, before the sessions began, many applications were withdrawn as the prospective students dared not risk the loss of a job during the summer. The final enrollment for the 8-weeks course was 99, representing various trades and national backgrounds. Textile workers and garment workers were in the majority. Of the four students from Europe, one was a textile worker and another a printer—both from England, one was a garment worker from Denmark and one a metal worker from Sweden.

Unemployment was selected as the main subject for discussion. After taking psychological tests of the students, they were divided into five instruction units. The study program of each unit was based on some phase of the unemployment situation, and the subject was linked up with the work in English, history, science, or psychology. Each unit studied international relations, the history of the labor movement, economic history, government, and social reorganization. The whole school program was correlated by forums on unemployment, on the necessity for political action, and on types of community organization. The faculty's report states that the students in general kept up a high standard of work and made real progress.

The main problem of the school term was that of the health of the students. Notwithstanding the preliminary medical examination, a large number of them showed conditions resulting from undernourishment and fatigue. The health department's intensive efforts were successful in many cases, and there was steady improvement in the standard of health. "The whole situation seemed to reflect conditions of the industrial world, where unemployed workers are suffering from the effects of nervous strain and lack of sufficient food. The small fund for emergency medical cases allowed by the school was severely taxed. No funds are available for the necessary follow-up work demanded in the most serious cases."

According to the article under review, the workers who attended the school last summer have gone forth with the determination to make practical use of their newly required knowledge in their own industrial situations.

*Wisconsin Summer School.*—A study of the worker in his community was selected as the plan to be followed for the 1931 session of the Uni-

versity of Wisconsin Summer School for Workers in Industry. One morning was given over to the analysis of the students' suggestions as to the most serious difficulties they had faced in the few weeks before they entered the school. These problems were then divided into two groups—one under the head of "the worker and government," and the other under the caption "the worker and the social problems in his community."

Each student then chose the problem upon which he wanted to work. Each group studied its problem independently, dividing into smaller units of one or several students who tackled various aspects of the subject in hand. After independent reading, consultation, and discussion, the group outlined its subject and presented its report to the whole student body. In heated sessions often lasting three hours the reports were torn to pieces, defended, realigned, and if necessary taken back for further study. In this way all the students became familiar with the issues involved in the various problems, and obtained an outline and bibliography by means of which they could follow up the subjects in which they were especially interested. During the 6-week study course, however, each student concentrated on one problem only, and became fairly familiar with the main outlines of that.

Several lectures in economic geography, followed by a series of talks on social history, served to provide a background for a study of problems in economics. The writing of theses and reports for their other classes and the preparation of their material for oral presentation to the whole school gave the students training in English composition and in public speaking. Opportunity for dramatic expression was afforded by scenes from *The Steel Strike*, by Paul Peters, and by the dramatization of one or two of the problems before the workers. An evening program was given by four Negro students, and another evening was made interesting by a special poetry study group.

During the entire 6-week session of the school, and particularly toward the close of the term, both the faculty and the students endeavored to evaluate the teaching plan, to estimate its benefits and drawbacks, and to make recommendations for the next year. It was generally agreed that this year's scheme was sufficiently stimulating and valuable to be tried out again with certain modifications; that the freedom and flexibility of this method of learning, the concentration of the students on the matter under discussion without regard to the clock; the integration of subjects, and the opening up of the students' minds in various directions had justified this experiment.

*Southern Summer School.*—The fifth term of the Southern Summer School for Women Workers in Industry opened in July, 1931, at Arden, near Asheville, N. C. Included in the student body made up of workers from six Southern States were representatives of the following industries: Tobacco, textiles, clothing, hosiery, meat packing, jam packing, candy, and telephone. One student from England represented the Yorkshire woolen industry.

The purpose of the school's courses was to prepare southern workers to understand present industrial conditions and to endeavor to improve them. A discussion of the industries from which the students came was an introduction to economics. The study of English composition, public speaking, and dramatics was closely linked up with the work in economics. New health habits were learned from the health education work, and a considerable number of the students who began the session physically below par were very much benefited by the instruc-

tion given along these lines, and also by the proper kind of food and restful sleep.

The main winter office of the school, located at Linthicum Heights, Md., carries on correspondence with those who have attended the summer session and with others interested in organizing classes for workers in the South. Such classes not only prepare prospective students for the summer school but provide the means by which former students may make further progress. These classes also constitute channels through which extension education is being brought to southern workers.

# INDUSTRIAL DISPUTES

## Strikes and Lockouts in the United States in October, 1931

DATA regarding industrial disputes in the United States for October, 1931, with comparable data for preceding months are presented below. Disputes involving fewer than six workers and lasting less than one day have been omitted.

Table 1 shows the number of disputes beginning in 1927, 1928, 1929, and 1930, the number of workers involved and man-days lost for these years and for each of the months, January, 1930, to October, 1931, inclusive, as well as the number of disputes in effect at the end of each month and the number of workers involved. The number of man-days lost, as given in the last column of the table, refers to the estimated number of working days lost by workers involved in disputes which were in progress during the month or year specified.

TABLE 1.—INDUSTRIAL DISPUTES BEGINNING IN AND IN EFFECT AT END OF EACH MONTH, JANUARY, 1930, TO OCTOBER, 1931, AND TOTAL NUMBER OF DISPUTES, WORKERS, AND MAN-DAYS LOST IN THE YEARS 1927 TO 1930

Month and year	Number of disputes		Number of workers involved in disputes		Number of man-days lost in disputes existing in month or year
	Beginning in month or year	In effect at end of month	Beginning in month or year	In effect at end of month	
1927: Total.....	734	-----	349,434	-----	37,799,394
1928: Total.....	629	-----	357,145	-----	31,556,947
1929: Total.....	903	-----	230,463	-----	9,975,213
1930: Total.....	653	-----	158,114	-----	2,730,368
<i>1930</i>					
January.....	45	21	9,240	5,316	184,730
February.....	52	40	37,480	6,683	438,570
March.....	49	38	15,017	5,957	291,127
April.....	64	41	6,379	5,840	189,828
May.....	66	29	9,329	4,386	185,448
June.....	59	34	14,011	8,311	144,117
July.....	78	30	14,308	4,815	141,647
August.....	51	33	15,902	7,131	142,738
September.....	72	44	16,337	13,778	208,184
October.....	47	36	10,858	16,007	335,916
November.....	44	29	4,390	7,759	273,608
December.....	26	7	4,863	5,144	194,455
<i>1931</i>					
January.....	56	20	10,147	2,927	181,031
February.....	52	34	19,984	12,512	228,329
March.....	45	27	26,121	28,139	422,545
April.....	60	39	26,442	22,604	769,720
May.....	106	49	27,588	15,735	402,437
June.....	81	51	18,437	17,071	506,097
July.....	67	54	49,574	58,995	666,309
August.....	76	43	10,977	17,003	1,213,120
September <sup>1</sup> .....	112	77	36,465	40,425	559,137
October <sup>1</sup> .....	49	62	34,345	34,241	1,146,071

<sup>1</sup> Preliminary figures subject to change.



## Occurrence of Industrial Disputes, by Industries

TABLE 2 gives, by industry, the number of strikes beginning in August, September, and October, 1931, and the number of workers directly involved.

TABLE 2.—INDUSTRIAL DISPUTES BEGINNING IN AUGUST, SEPTEMBER, AND OCTOBER, 1931

Industrial group	Number of disputes beginning in—			Number of workers involved in disputes beginning in—		
	August	September	October	August	September	October
Auto, carriage, and wagon workers	1			35		
Bakers	2	2		156	1,009	
Barbers			2			535
Broom and brush workers	1		2	70		22
Building trades	15	18	11	1,016	913	323
Chauffeurs and teamsters	4	4	3	369	840	102
Clothing	19	20	13	5,203	1,869	2,898
Firemen		1			10	
Food workers	1	3	1	84	725	20
Furniture	4	5		341	187	
Glassworkers			1			125
Jewelry workers	3	3	2	20	60	26
Leather		2			305	
Light, heat, power, and water	2			44		
Longshoremen and freight handlers	3	1	3	440	150	5,712
Lumber, timber, and millwork	2	1		60	146	
Metal trades	1	3	2	48	785	34
Miners	2	12	4	1,229	22,030	1,475
Motion-picture operators, actors, and theatrical workers	1	8		400	356	6
Paper workers			1			14
Printing and publishing	3		1	69		11
Steamboatmen			1			42
Stone		1			200	
Municipal workers	1			600		
Textiles	8	27	1	720	6,775	23,000
Tobacco	2			43		
Other occupations	1	2		30	105	
Total	76	113	49	10,977	36,465	34,345

## Size and Duration of Industrial Disputes, by Industries

TABLE 3 gives the number of industrial disputes beginning in October, 1931, classified by number of workers and by industries.

TABLE 3.—NUMBER OF INDUSTRIAL DISPUTES BEGINNING IN OCTOBER, 1931, CLASSIFIED BY NUMBER OF WORKERS AND BY INDUSTRIAL GROUPS

Industrial group	Number of disputes beginning in October, 1931, involving—					
	6 and under 20 workers	20 and under 100 workers	100 and under 500 workers	500 and under 1,000 workers	1,000 and under 5,000 workers	Over 5,000 workers
Barbers		1	1			
Broom and brush workers	2					
Building trades	3	8				
Chauffeurs and teamsters	2	1				
Clothing		6	6		1	
Food workers		1				
Glass workers			1			
Jewelry workers	1	1				
Longshoremen and freight handlers	1				2	
Metal trades	1	1				
Miners		1	1	2		
Motion-picture operators, actors, and theatrical workers	1					
Paper workers	1					
Printing and publishing	1					
Steamboatmen		1				
Textiles						1
Total	13	21	9	2	3	1

In Table 4 are shown the number of industrial disputes ending in October, 1931, by industries and classified duration.

TABLE 4.—NUMBER OF INDUSTRIAL DISPUTES ENDING IN OCTOBER, 1931, BY INDUSTRIAL GROUPS AND CLASSIFIED DURATION

Industrial group	Classified duration of strikes ending in October, 1931			
	One-half month or less	Over one-half and less than 1 month	1 month and less than 2 months	2 months and less than 3 months
Barbers.....	2			
Broom and brush workers.....	1	1		1
Building trades.....	7	3		
Chauffeurs and teamsters.....	2			
Clothing.....	7	3	2	
Glass workers.....	1			
Jewelry workers.....	2	1		
Leather workers.....	1	1		
Longshoremen and freight handlers.....	1	1		
Lumber, timber, and mill work.....		1		
Miners.....	1	1		
Motion-picture operators, actors, and theatrical workers.....		1	2	1
Printing and publishing.....	1			
Steamboatmen.....	1	1		
Stone.....		1		
Textiles.....	4	9	1	2
Other occupations.....	1			
Total.....	32	23	5	4

#### Principal Strikes and Lockouts Beginning in October, 1931

*Tailors, Chicago.*—Reports received by the bureau show that 454 journeyman tailors struck on October 1 against the proposal of merchant tailors to adopt a wage scale on a piecework basis. It was stated that the tailors, prior to this date, had been working on a year-to-year contract at the rate of \$1 per hour and felt that the piece rate would not furnish a living wage. No settlement of this strike has been reached.

*Longshoremen.*—On October 1 a strike threatening the whole Atlantic seaboard and involving an estimated number of 60,000 longshoremen was partially averted, according to reports, through the signing of an agreement affecting shipping companies and members of the International Longshoremen's Association, in New York, whereby the rate of 85 cents per hour for regular time was continued and a cut of 10 cents per hour in the overtime rate was adopted, reducing the latter to \$1.20 per hour. These rates were also reported as being acceptable to the union at Portland, Me.

In Boston, however, the union members were unwilling to accept the New York agreement as a whole, demanding, it is stated, that the \$1.20 rate for overtime be restricted to four hours and that double rates be paid for work during the noon or night meal hour.

On October 22, according to press notices, the steamship owners issued an ultimatum declaring their willingness to take the strikers back, but only under the terms of the New York agreement; otherwise they would refuse further dealings with the union. Subsequent reports stated that on October 26 the International Longshoremen's

Association served notice on the steamship owners that it would not be responsible for continuance of work on ships at any port along the North Atlantic coast unless strike breakers were discharged. About the 13th of November it was reported that the longshoremen had made a proposal to the operators for arbitration of their differences. Reports under date of December 6 indicate that the men returned to work on that date.

In Galveston, Houston, Corpus Christi, and Texas City, where some 2,500 longshoremen were involved, a flat rate of 65 cents, a reduction of 20 cents per hour from the 1930-31 wage scale, was refused by the union and a strike was called, beginning at midnight of October 1.

On October 21 it was reported that the longshoremen would return to work on the following day, under an agreement with the ship-owners adopting a rate of 70 cents an hour for regular time, \$1.05 for overtime, and 13 cents per bale on cotton. The new agreement, it is said, will be in effect for a period of 17 months, the former agreement having been for a period of one year.

*Textile workers, Massachusetts.*—On September 26 reports stated that practically every textile mill in Lawrence and vicinity had announced its purpose of putting into effect a 10 per cent wage cut to begin on October 13. On October 5, in protest against this cut in wages, part of the employees of several mills struck and five days later practically all employees, numbering some 20,000 operatives in Lawrence, Andover, North Andover, Dracut, and Lowell, were out on strike. The dispute covered, as reported, five mills of the American Woolen Co., two Stevens mills, and the Arlington, Monomac, Kunhardt, and Pacific Mills.

On the 5th of October the strikers conferred with a citizens' committee and requested that the latter ask the mill owners to meet with the employees either collectively or "mill by mill."

The mill owners were reported as having agreed to a proposal of the committee for a minimum wage of \$18 per week, and Governor Ely addressed a letter to the companies, emphasizing the return to normal conditions of employment as "the most essential thing in the rebuilding of economic prosperity," and suggesting that the employers recognize "the necessity, both from a humanitarian and economic viewpoint, of sharing the profit by a suitable increase in the wages of employees as conditions improve and reasonable profits become possible," and assure the employees "that their desire for better wages will be so considered in the future." He recommended further conferences of the employers with representatives chosen by the workers, and offered to consider the advisability of appointing a commission for a general survey of wage conditions in the textile industry to the end that a stabilization of base wage rates and working hours may be established, such commission to have access to the company's books and records.

The strikers continued, however, to picket the mills, and otherwise demonstrate their dissatisfaction until about November 4, when those from the Monomac and the M. T. Stevens & Sons mills voted by a large majority to return to work. By October 10 all of the mills except the Pacific Mills it was said were operating at about 50 per

cent capacity, with approximately 10,000 workers, and that other workers would be taken on as soon as the plants were able to get back to normal in all departments.

The reported loss in wages to the strikers, as estimated by mill officials, amounted to about \$2,500,000.



### Conciliation Work of the Department of Labor in October, 1931

By HUGH L. KERWIN, DIRECTOR OF CONCILIATION

THE Secretary of Labor, through the Conciliation Service, exercised his good offices in connection with 52 labor disputes during October, 1931. These disputes affected a known total of 39,199 employees. The table following shows the name and location of the establishment or industry in which the dispute occurred, the nature of the dispute (whether strike or lockout or controversy not having reached the strike or lockout stage), the craft or trade concerned, the cause of the dispute, its present status, the terms of settlement, the date of beginning and ending, and the number of workers directly and indirectly involved.

On November 1, 1931, there were 34 strikes before the department for settlement and in addition 26 controversies which had not reached the strike stage. The total number of cases pending was 60.

LABOR DISPUTES HANDLED BY THE CONCILIATION SERVICE DURING THE MONTH OF OCTOBER, 1931

Company or industry and location	Nature of dispute	Craftsmen concerned	Cause of dispute	Present status and terms of settlement	Duration		Workers involved	
					Beginning	Ending	Directly	Indirectly
Tailors, Chicago, Ill.	Strike	Tailors	Wages	Pending	1931 Oct. 1	1931		
Building, Portland, Ore.	Controversy	Building	Wage cuts, working conditions	do	Sept. 28		5,000	
McCormick Construction Co., Winslow, Ariz.	do	Electricians, steel workers, and laborers.	Wages and conditions to prevail during construction of airway beacons.	Adjusted. Agreed to settle all questions by arbitration.	Oct. 2	Oct. 7	30	
American Fixture & Show case Co., St. Louis, Mo.	do	Metal polishers	Wages cut 15 cents per hour	Adjusted. Continued work on reduced wages.	Sept. 29	Oct. 9	5	55
International Mercantile Marine Co. et al., Philadelphia, Pa.	do	Longshoremen	Proposed cut from \$1.30 to \$1.05 per hour for night shift and from 85 to 75 cents per hour for day shift.	Adjusted. Agreed on \$1.20 per hour for night and 85 cents for day shift; 44-hour week.	Sept. 1	Sept. 30	4,000	
A. Shurman (Inc.), Bloomfield, N. J.	Strike	Carpenters, etc.	Asked that local men be employed.	Adjusted. Local men and foremen employed.	Oct. 1	Oct. 16	30	72
State Theater, Reading, Pa.	Lockout	Theater workers	Reduction in number of operators in booths.	Pending	Oct. 3		4	
W. T. McLaughlin Co., Indianapolis, Ind.	Threatened strike.	Asbestos workers	Alleged breach of contract	Adjusted. Agreed to arbitrate temporarily.	Oct. 1	Oct. 1	8	30
Girard Trust Building, Philadelphia, Pa.	Strike	Ironworkers and elevator constructors.	Carpenters and laborers doing work claimed by ironworkers and elevator constructors.	Adjusted. Subcontractors agreed to use ironworkers and elevator constructors.	Sept. 27	Oct. 6	40	
General Engineering and Equipment Co., Garland, Ariz.	Controversy	Employees	Refusal to pay prevailing wage	Unclassified. Job finished before arrival of commissioner.	Oct. 1	Oct. 2	50	125
Building laborers, Union, N. J.	Strike	Laborers	Nonresidents employed	Adjusted. Agreed to employ 50 per cent local men.	Oct. 7	Oct. 8	22	100
Towboat and scow men, New York Harbor.	Threatened strike.	Boatmen	Proposed wage cuts and working conditions.	Adjusted. Renewed agreement without change.	Oct. 1	Oct. 16	4,500	
Courthouse, Elizabeth, N. J.	Strike	Structural-iron workers.	Dispute between unions	Adjusted. Settled by parties in interest.	Oct. 7	Oct. 8	30	90
Silbermann, Kohn & Wallenstein, New York City.	do	Jewelers	Asked restoration of wage cut and change in piecework.	Adjusted. Compromised; all returned.	Sept. 26	Oct. 12	31	7
Rothman & Baden, New York City.	do	do	Asked restoration of wage cut	Adjusted. Compromised wage rates; all returned.	Sept. 30	Oct. 1	11	3
Axel Bros., New York City	do	do	Asked increase in wages and union recognition.	Adjusted. Recognition not allowed; increase granted; all returned.	Oct. 5	Oct. 8	20	5
M. J. Bernstein, New York City	do	do	Discharge of contract workmen	Adjusted. Contract system abolished; discharged workmen re-employed.	Sept. 28	Oct. 5	18	5
Naval Air Station Building, San Diego, Calif.	Controversy	Building trades	Alleged prevailing rates not being paid.	Pending	Aug. 1		12	

[1411]

INDUSTRIAL DISPUTES

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LABOR DISPUTES HANDLED BY THE CONCILIATION SERVICE DURING THE MONTH OF OCTOBER, 1931—Continued

[1412]

Company or industry and location	Nature of dispute	Craftsmen concerned	Cause of dispute	Present status and terms of settlement	Duration		Workers involved	
					Beginning	Ending	Directly	Indirectly
Laird Bros. Construction Co., Erie, Pa.	Strike.....	Building trades....	Nonunion cement finishers and truck drivers.	Adjusted. Firm unable to complete buildings; may be finished by the city or school board.	1931 Oct. 9	1931 Nov. 9	40	20
Longshoremen, Boston, Mass.	.....do.....	Longshoremen.....	Objection to weight of sling load; working conditions.	Pending.....	Aug. 30	-----	3,200	-----
Little Betty Coal Co., Petersburg, Ind.	Controversy	Miners.....	Dispute relative to upkeep of 4 miles of railroad track.	.....do.....	Oct. 10	-----	(1)	-----
Brenizer Co., Blairsville, Pa.	Strike.....	.....do.....	Loaders cut from \$1 to 90 cents per wagon load; motormen cut from \$4.48 per day to \$3.79.	Adjusted. Accepted wage cuts...	Oct. 1	Oct. 4	500	-----
United States Glass Co., Glassport, Pa.	.....do.....	Clay, glass, and stone workers.	Wages cut from 5 to 15 per cent..	Unclassified. Accepted cut before commissioner's arrival.	Oct. 5	Oct. 15	125	300
Barbers in 67 shops, McKeesport, Pa.	.....do.....	Journeyman barbers.	Cuts in commission; alleged impossible to make a living wage.	Unclassified. Guaranteed \$21 per week and 60 per cent of all over \$30 per week before arrival of commissioner.	..do..	..do..	85	20
Girard Clothing Co., Lansford, Pa.	.....do.....	Clothing workers..	Wages cut from 10 to 40 per cent..	Unclassified. Plant removed; new company will hire former employees of Girard Co.	..do..	Oct. 20	69	-----
Longshoremen, Texas ports.....	Lockout.....	Longshoremen.....	Wages cut 15 cents per hour; larger cuts on bale rate for loading and unloading.	Adjusted. Allowed 8-hour day; 70 cents per hour; \$1.05 for overtime, holidays, and Sunday; 13 cents per bale for cotton.	Oct. 1	Oct. 21	2,500	-----
Miners, Richmond, Mo.	.....do.....	Miners.....	Wage cut.....	Pending.....	Oct. 15	-----	500	-----
Post-office building, Portland, Me.	Controversy	Laborers.....	Payment of prevailing wage.....	.....do.....	Oct. 5	-----	75	-----
Post-office building, South Bend, Ind.	Threatened strike.	Iron workers.....	.....do.....	.....do.....	Oct. 10	-----	25	55
Do.....	.....do.....	Rodmen.....	.....do.....	.....do.....	..do..	-----	12	88
Building, Fort Benning and vicinity, Ga.	Controversy	Brick masons, carpenters.	.....do.....	Adjusted. Agreed to pay brick masons \$1 per hour; carpenters, 50 cents; and laborers 20 cents.	Sept. 29	Oct. 10	75	-----
Plasterers, Columbus, Ohio.....	Strike.....	Plasterers.....	Alleged employees were required to refund \$15 of weekly wages.	Adjusted. Company agreed to comply with regular terms.	Oct. 15	Oct. 16	22	10
Building, Seattle, Wash.	Controversy	Building.....	Asked 25 per cent increase in wages.	Pending.....	Oct. 13	-----	7,000	-----
Miners, Excelsior Springs, Mo.	Strike.....	Miners.....	Asked union recognition.....	.....do.....	Oct. 12	-----	75	-----
Aluminum Co. of America, Oakland, Calif.	.....do.....	Molders.....	Wages cut 10 per cent.....	.....do.....	Oct. 1	-----	26	125
Arlington Underwear Co., New York City.	.....do.....	Underwear makers.	Unionization of shop.....	Unclassified. Company signed union agreement before arrival of commissioner.	Sept. 28	Oct. 6	152	2

Fabricant Shop (Inc.), New York City.	.....do.....	Jewelers.....	Asked wage increase and improved conditions.	Pending.....	Oct. 9	-----	6	5
Dependable Sportswear Co., New York City.	.....do.....	Leather-clothes makers.	Asked 40-hour week and adjustment of piece-work system.	Adjusted. Allowed as asked.....	Oct. 13	Oct. 17	5	4
Hattie Carnegie (Inc.), New York City.	Threatened strike.	Dressmakers.....	Force reduced 20 per cent; wages cut 20 per cent; changes in personnel.	Adjusted. Company agreed to changes in conditions; employees accepted 10 per cent wage cut.	Sept. 15	Oct. 12	270	50
Brooklyn & Richmond Ferry Co., Brooklyn and Staten Island, N. Y.	Strike.....	Ferry workers.....	Wages cut 10 per cent.....	Adjusted. Wage cut withdrawn.....	Oct. 15	Oct. 20	42	19
Buchan Co., Fort Wayne, Ind.....	Controversy	Laborers.....	Asked prevailing wage.....	Adjusted. Allowed prevailing scale—45 cents per hour.	Oct. 9	Oct. 24	25	85
Wade Amspaugh Co., Fort Wayne, Ind.	.....do.....	.....do.....	.....do.....	Adjusted.....	Oct. 14	.....do.....	30	80
Buchan Co., Fort Wayne, Ind.....	.....do.....	Carpenters.....	Alleged violation of contract.....	Adjusted. Company agreed to abide by union contract.	Oct. 9	Oct. 15	25	85
Bangor Manufacturing Co., Bangor, Pa.	Strike.....	Clothing workers.....	Wage cut 10 per cent.....	Adjusted. Accepted cut and returned.	Oct. 19	Oct. 26	200	-----
Building, Flint, Mich.	Controversy	Building	Proposed wage cut.....	Pending.....	Oct. 24	-----	(1)	-----
H. Tiffin Iron Co., Canandaigua, N. Y.	Threatened strike.	Ironworkers on Veterans' Hospital Building.	Laid off union men contrary to agreement.	Adjusted. Union men reemployed.	Oct. 22	Oct. 27	30	100
Patoka Strip Mine, Patoka, Ind.	Controversy	Miners.....	(Report not yet received).....	Pending.....	Oct. 19	-----	(1)	-----
Miners, Appanoose, and Wayne Counties, Iowa.	.....do.....	.....do.....	Renewal of agreement; wage scale.	.....do.....	Oct. 28	-----	2,500	-----
Veterans' Hospital, Lexington, Ky.	.....do.....	Building trades.....	Objection to 10-hour day; alleged prevailing wage not being paid.	.....do.....	Oct. 26	-----	50	-----
Lingerie manufacturing, 70 shops, New York City.	Threatened strike.	Silk underwear workers.	Asked union shop, 42-hour week and wage adjustments.	Adjusted. Allowed 5-day week, 42 hours; some increases.	Sept. 1	Sept. 7	4,000	-----
Kallman & Morris, New York City.	Strike.....	Garment workers.....	Asked 40-hour week and union recognition.	Adjusted. Allowed 40-hour week and recognition of union.	Oct. 5	Oct. 26	300	30
Fur workers, Brooklyn, Newark, and Bronx, N. Y.	Lockout.....	Fur workers.....	Asked workers to accept wage cuts; alleged to be contrary to existing agreement.	Pending.....	Oct. 26	-----	1,400	-----
Total.....	-----	-----	-----	-----	-----	-----	37,629	1,570

<sup>1</sup> Not reported.

[1413]

### Settlement of Labor Dispute in Norway<sup>1</sup>

A GENERAL wage dispute which has been in progress in Norway since April, 1931, has just been settled.

The dispute began with the failure, on April 8, 1931, of the negotiations between the unions involved and the Norwegian Employers' Association for a renewal of the agreements which had expired March 31. On the same date (April 8) about 45,000 union workers were locked out in the iron and steel, textile, clothing, shoe, building, wood-working, and chemical industries. On April 15 additional groups of union workers, numbering about 25,000, were locked out in the chemical industry, in the tobacco, milk and chocolate factories, and in the breweries. A stoppage in the paper industry involving 12,500 workers had occurred on March 15, 1931, and the transport workers struck in sympathy. Thus, the total number of workers involved in the dispute numbered about 85,000 unionists, or nearly the entire labor-union membership of Norway.

The employers' association demanded that minimum wages be reduced by from 12 to 15 per cent, the time rates by the same percentage, and the contract or agreement wages by from 15 to 25 per cent.

The workers asked a reduction in the working week from 48 to 42 hours, with weekly earnings unchanged, a restriction of overtime work and an increase in the payment for such work, and in nearly all instances an increase in wages of from 10 to 20 per cent. The Norwegian Federation of Labor refused to consider any reduction in minimum wage.

On June 12, 1931, the proposal of the State conciliator, that wages be reduced by from 6 to 7 per cent and that the wage schedule eventually adopted should remain in effect for a period of two years regardless of any change in the cost-of-living index, was rejected by both parties, who then were urged to enter into direct negotiations.

About the middle of September, 1931, the conflict came to an end, both parties to the conflict having accepted the award of the State conciliator, which they had previously rejected a number of times. The accepted award provided for an average wage cut of 6 per cent.

Thus ended the long-drawn-out struggle, the extent and intensity of which has never before been known in the history of Norway. The labor unions were not able to prevent lowering of their wages, while their employers were compelled to accept a wage decrease amounting to about 6 per cent instead of 12 to 25 per cent.

According to the International Labor Office, it is estimated that this dispute resulted in a loss of 10,000,000 working-days, and of about 100,000,000 crowns (\$26,800,000) in wages, to which should be added the relief payments by the unions amounting to 20,000,000 crowns (\$5,360,000). The loss to the employers is estimated at about 450,000,000 crowns (\$120,060,000). These are very large sums in view of the small size of the country, as Norway had an estimated population of only about 2,800,000 in 1929.

<sup>1</sup> Data are from Arbeidernes Faglige Landsorganisasjon i Norge, August, 1931, pp. 261-267; and Industrial and Labor Information, Geneva, October 19, 1931, pp. 71, 72.

## LABOR AWARDS AND DECISIONS

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### Clothing Cutters—New York City

THE services of the impartial chairman for the New York clothing market were requested in a dispute between the Amalgamated Clothing Workers of America and the Howard Clothes Shops (Inc.), involving the issue of the firm's employment of cutters not in good standing as members of the union.

At a hearing on October 7, 1931, the union charged that the firm had since September 5 been employing cutters not in good standing in the union, and as the firm produced no evidence to the contrary, on October 15, 1931, the impartial chairman made the following decision:

In accordance with the agreement of the New York Clothing Manufacturers' Exchange, of which this firm is a member, with the Amalgamated Clothing Workers of America, the Howard Clothes Shops (Inc.) must employ members of the union in good standing. The request, therefore, of the Amalgamated Clothing Workers of America is granted, and the chairman orders the discharge within 48 hours of those cutters employed by the Howard Clothes Shops (Inc.), who, at the expiration of the said 48 hours, will not be members in good standing of the union.

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### Journeyman Tailors—Denver, Colo.

ON October 1, 1931, Fahey-Brockman Co., Denver, Colo., notified the industrial commission of its intention to make a 20 per cent reduction in the salaries and wages of its employees, effective October 31, 1931. Later the Journeyman Tailors' Union No. 3, representing the employees, filed a protest.

A hearing was held on October 21, 1931, at which the employer expressed his regret at having to reduce the wages of his employees; he claimed, however, that the falling off of business and the smaller profits due to the necessary reduction in the prices of the company's product made it impossible to pay the present scale and continue in business. The union stated that other business houses were paying the union scale and contended that the employer in this case could do so.

The commission in its decision, rendered October 28, 1931, disapproved the reduction of wages proposed by the company.

# LABOR TURNOVER

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## Labor Turnover in American Factories, October, 1931

**O**CTOBER labor turnover rates for manufacturing as a whole and for 10 separate manufacturing industries are presented herewith.

The form used for compiling turnover rates by the Bureau of Labor Statistics is the weighted arithmetic mean. The indexes for manufacturing as a whole were compiled from reports mailed to the bureau from representative establishments in over 75 industries employing approximately 1,250,000 people. In the 10 industries for which separate indexes are presented reports were received from representative plants employing approximately 25 per cent of the employees as shown by such industries by the Census of Manufactures of 1927. In the automobile industry schedules are received from firms employing over 250,000 people; plants reporting for boots and shoes employ nearly 100,000 people; for brick, nearly 18,000 people; for cotton, nearly 125,000 people; for furniture, nearly 30,000 people; for iron and steel, over 200,000 people; for men's clothing, about 40,000 people; for sawmills, about 40,000 people; and for slaughtering and meat packing, over 75,000 people.

In addition to the quit, discharge, lay-off, total separation, and accession rates the bureau presents the net turnover rate. Net turnover means the rate of replacement. It is the number of jobs that are vacated and filled per 100 employees. In a plant that is increasing its force the net turnover rate is the same as the separation rate, because while more people are hired than are separated from their jobs, the number hired above those leaving is due to expansion and can not be justly charged to turnover. On the other hand, in a plant that is reducing its number of employees, the net turnover rate is the same as the accession rate, for while more people are separated from the pay roll than are hired, the excess of separations over accessions is due to a reduction of force and therefore can not be logically charged as a turnover expense.

Previous to September, 1931, the bureau had been presenting turnover rates on both a monthly and an equivalent annual basis. Beginning with September, 1931, however, monthly rates only will be shown. To determine the equivalent annual rate, multiply the monthly rate by the number of times that the days of the current month is contained in the 365 days of the year. That is, in a 31-day month, to obtain the equivalent annual rate multiply the monthly rate by 11.77; in a 30-day month multiply the monthly rate by 12.17; and in a 28-day month multiply the monthly rate by 13.04. To obtain the equivalent annual rate for October multiply the monthly rates as shown in Tables 1 and 2 by 11.77.



Table 1 shows for all industries the total separation rate subdivided into quit, discharge, and lay-off rates, together with the accession rate and the net turnover rate.

TABLE 1.—AVERAGE LABOR TURNOVER RATES IN SELECTED FACTORIES IN 75 INDUSTRIES

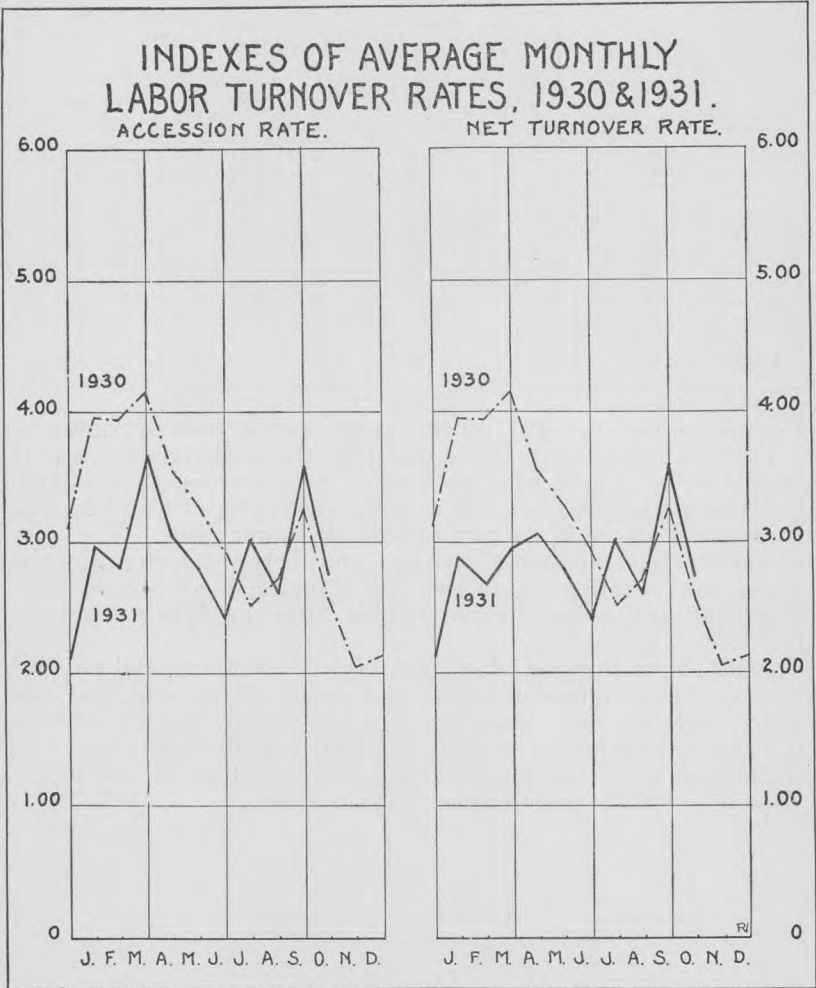
Monthly Rates

Month	Separation rates								Accession rate		Net turnover rate	
	Quit		Lay-off		Discharge		Total		1930	1931	1930	1931
	1930	1931	1930	1931	1930	1931	1930	1931				
January	1.85	0.74	2.70	1.95	0.54	0.19	5.09	2.88	3.95	2.97	3.95	2.88
February	1.60	.74	2.50	1.75	.62	.20	4.72	2.69	3.94	2.82	3.94	2.69
March	1.94	.94	2.83	1.75	.60	.26	5.37	2.95	4.15	3.67	4.15	2.95
April	2.11	1.14	2.57	1.96	.53	.31	5.21	3.41	3.55	3.06	3.55	3.06
May	2.01	1.12	2.68	2.43	.48	.28	5.17	3.83	3.28	2.79	3.28	2.79
June	1.85	1.02	3.00	3.84	.46	.23	5.31	5.09	2.92	2.41	2.92	2.41
July	1.35	1.10	4.17	3.32	.32	.25	5.84	4.67	2.51	3.02	2.51	3.02
August	1.40	1.05	3.99	2.40	.36	.22	5.75	3.67	2.71	2.60	2.71	2.60
September	1.50	1.16	3.14	4.22	.36	.24	5.00	5.62	3.27	3.58	3.27	3.58
October	1.29	1.00	2.88	5.01	.32	.21	4.49	6.22	2.56	2.75	2.56	2.75
November	.90	-----	2.77	-----	.24	-----	3.91	-----	2.05	-----	2.05	-----
December	.84	-----	2.74	-----	.21	-----	3.79	-----	2.13	-----	2.13	-----
<b>Average</b>	<b>1.55</b>	-----	<b>3.00</b>	-----	<b>.42</b>	-----	<b>4.97</b>	-----	<b>3.08</b>	-----	<b>3.08</b>	-----

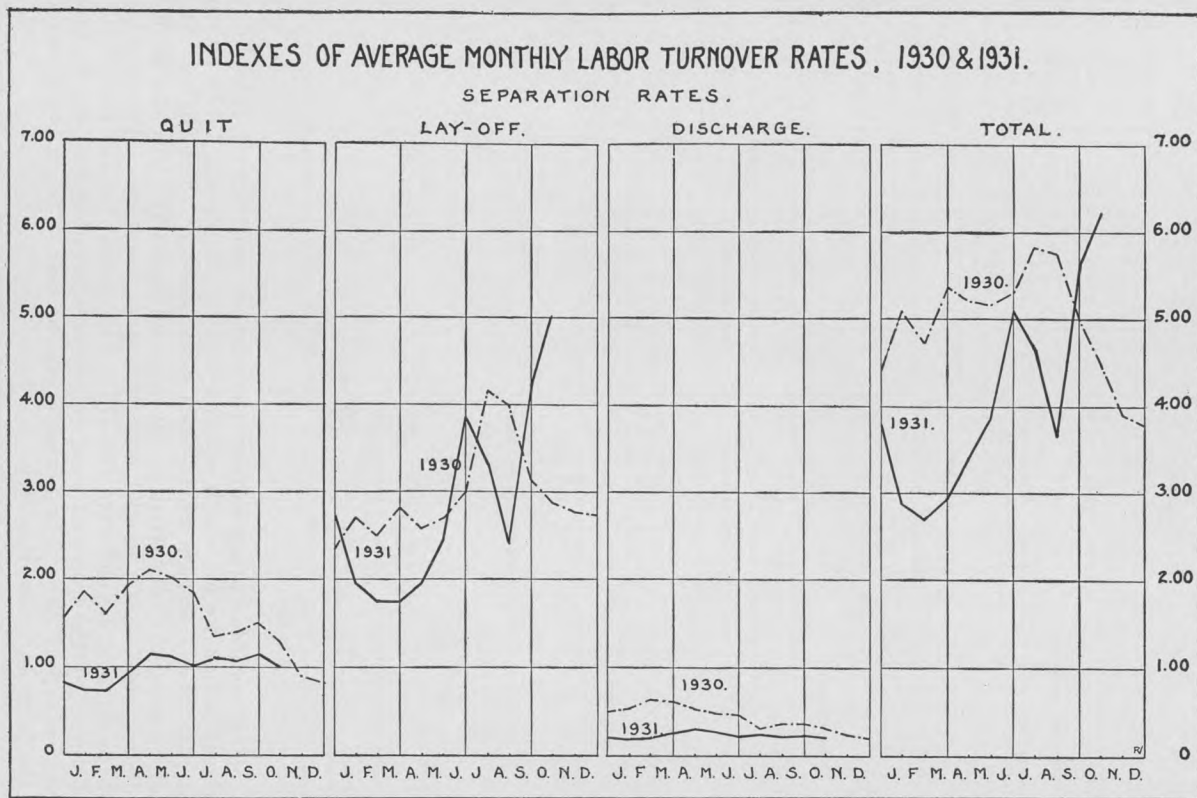
Comparing October, 1931, turnover rates with those of September, 1931, there was a decrease in the quit rate, the discharge rate, and the accession rate. There was, however, a large increase in the lay-off rate. Comparing October, 1931, rates with those of October, 1930, there was a decrease in the quit and the discharge rates. The lay-off rate was much larger than a year ago, and there was a slight increase in the accession rate as compared with a year ago.

The charts following show in graphic form the data presented in Table 1.

Table 2 shows the quit, discharge, lay-off, accession, and net turnover rates for automobiles, boots and shoes, cotton, iron and steel, foundry and machine shops, furniture, sawmills, and slaughtering and meat packing for the months of October, 1930; September, 1931; and October, 1931; and for brick and men's clothing for the months of September, 1931, and October, 1931.



[1419]



LABOR TURNOVER

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TABLE 2.—AVERAGE MONTHLY TURNOVER RATES IN SPECIFIED INDUSTRIES

Class of turnover rates	October, 1930	September, 1931	October, 1931	October, 1930	September, 1931	October, 1931	October, 1930	September, 1931	October, 1931
	Automobiles			Boots and shoes			Brick <sup>1</sup>		
Quit.....	1.19	1.00	0.85	1.71	2.30	1.20	-----	1.34	0.49
Discharge.....	.25	.21	.29	.47	.43	.22	-----	.33	.14
Lay-off.....	5.39	12.54	19.47	2.73	2.94	6.02	-----	8.66	10.04
Total separations.....	6.83	13.75	20.61	4.91	5.67	7.44	-----	10.33	10.67
Accession.....	4.02	5.16	4.23	2.05	2.00	1.01	-----	4.39	5.06
Net turnover.....	4.02	5.16	4.23	2.05	2.00	1.01	-----	4.39	5.06
	Cotton manufacturing			Foundries and machine shops			Furniture		
Quit.....	1.41	1.65	1.42	0.85	0.70	0.56	1.03	0.94	0.96
Discharge.....	.48	.36	.35	.47	.30	.16	.45	.26	.29
Lay-off.....	2.09	2.38	3.70	4.01	3.13	4.45	3.61	2.95	3.88
Total separations.....	3.98	4.39	5.47	5.33	4.13	5.17	5.09	4.15	5.13
Accession.....	4.34	4.36	3.84	2.27	3.04	2.36	3.72	5.77	4.36
Net turnover.....	3.98	4.36	3.84	2.27	3.04	2.36	3.72	4.15	4.36
	Iron and steel			Men's clothing <sup>1</sup>			Sawmills		
Quit.....	1.13	0.79	0.78	-----	1.27	0.95	2.26	1.45	1.23
Discharge.....	.20	.08	.06	-----	.12	.13	.72	.49	.51
Lay-off.....	2.25	1.66	1.41	-----	1.26	1.50	6.58	8.09	7.69
Total separations.....	3.58	2.53	2.25	-----	2.65	2.58	9.56	10.03	9.43
Accession.....	1.74	1.41	1.51	-----	1.74	2.10	8.32	5.95	7.43
Net turnover.....	1.74	1.41	1.51	-----	1.74	2.10	8.32	5.95	7.43
	Slaughtering and meat packing								
Quit.....	1.70	1.27	1.06	-----	-----	-----	-----	-----	-----
Discharge.....	.73	.36	.37	-----	-----	-----	-----	-----	-----
Lay-off.....	4.67	3.78	4.43	-----	-----	-----	-----	-----	-----
Total separations.....	7.10	5.41	5.86	-----	-----	-----	-----	-----	-----
Accession.....	7.62	5.73	7.39	-----	-----	-----	-----	-----	-----
Net turnover.....	7.10	5.41	5.86	-----	-----	-----	-----	-----	-----

<sup>1</sup> Data not collected in 1930.

Cotton manufacturing showed the highest quit rate (1.42) of any of the 10 industries for which separate indexes are shown. The lowest quit rate (0.49) was shown in the brick industry. The highest discharge rate (0.51) occurred in the sawmill industry, and the lowest discharge rate (0.06) in the iron and steel industry. Automobiles had the highest lay-off rate (19.47). The lowest lay-off rate (1.41) was shown by the iron and steel industry. Sawmills had the highest accession rate (7.43). The lowest accession rate (1.01) was registered by the boot and shoe industry.

In view of the great demand, the Bureau of Labor Statistics is reprinting the standard procedure advocated for compiling turnover statistics.

This procedure was first printed in the Labor Review for June, 1931.

## A Standard Procedure for Compiling Labor Turnover Statistics

**L**ABOR turnover is a constant cause of loss to industry. When a new employee is hired to take the place of one who leaves, there is an expense involved in interviewing and hiring the new man. There is always an uncertainty as to his ability and efficiency that entails a greater amount of supervision than is given to an employee long in service. The new man can not be trusted fully until his capacity is known. The new man must learn the ways of the factory and he may frequently spoil material in his work.

So serious has been, and is, the subject of labor turnover that the Bureau of Labor Statistics is now collecting and publishing monthly figures relating thereto from about 4,200 manufacturing establishments to the end that the public may be informed of conditions, and that employers may have the opportunity to compare their turnover with that of manufacturing industry as a whole, and with that of certain particular lines of manufacture. It is believed that the publication of these figures will aid in stabilizing employment and reducing the cost of turnover.

The information is issued by the bureau in the form of turnover rates or indexes, computed from the average number of employees and the number of accessions and separations in the month.

A general rate is published each month for manufacturing industries as a whole, based on reports received at present (October, 1931) from about 2,000 employers in 75 different lines of manufacture. A balanced proportion is given to the several industries included in this general rate.

In addition, the bureau has expanded its monthly inquiry to such an extent in 10 industries that separate rates are now being published for them. These 10 industries collectively represent approximately 3,000 establishments. A due proportion of the establishments in these several lines are included in the general index.

The bureau has adopted the following definitions and methods in its handling of labor turnover statistics:

Labor turnover means the replacements in a working force made necessary by employees leaving the service.

An accession means the hiring of a new employee or the rehiring of an old employee.

A separation means an employee leaving the service. Separations are classified in three groups—quits, lay-offs, and discharges.

A quit is termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity.

A lay-off is a termination of employment at the will of the employer, without prejudice to the worker. A permanent lay-off, a long lay-off, and an indefinite lay-off are counted by the bureau as lay-offs, but a short, definite lay-off with the name of the worker remaining on the pay roll is not counted as such.

A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.



A quit on the part of a worker may be due to—

- a.* Dissatisfaction as to wages, hours, working conditions, or labor policies.
- b.* The opportunity to get a more desirable position.
- c.* A desire not to work anywhere.
- d.* Sickness, disability, old age, or death.

A lay-off of the worker may be due to—

- a.* Lack of orders.
- b.* Lack of material.
- c.* Change in product.
- d.* Breakdown of plant.
- e.* Reorganization of force.
- f.* Release of temporary help.
- g.* Introduction of labor-saving machinery.

A discharge of a worker may be due to his—

- a.* Incompetence.
- b.* Insubordination.
- c.* Violation of rules.
- d.* Dishonesty.
- e.* Misfit—physical or mental.
- f.* Laziness.

The above enumeration lists at least the main causes.

Each month the bureau sends out a questionnaire and gets from its correspondent establishments the following information for the month just closed:

1. Number of separations during period—
  - a.* Number of quits.
  - b.* Number of discharges.
  - c.* Number of lay-offs.
  - d.* Total separations.
2. Number of accessions during period.
3. Number of factory workers on pay roll—
  - a.* At beginning of period.
  - b.* At end of period.

The purpose of the last two questions is to get an approximate number on the pay roll. This is determined by adding the number at the beginning of the period and at the end of the period and dividing by two. Some plants are able to furnish the average of daily counts of the number on the pay roll. Others can furnish an average of the number on the weekly pay roll.

The items of separation and accession are divided by the average number on the pay roll to get the rate per 100 employees for the month. In compiling the rates the actual numbers for the several establishments are added and the rates computed from the grand total. Thus each establishment has an influence or "weight" in the rate in proportion to its size.

To obtain the equivalent annual rate the monthly rate is multiplied by 11.77 if the month has 31 days; by 12.17 if it is a 30-day month; by 13.04 if it is a 28-day month; and by 12.62 if it is a 29-day month.

In comparing monthly rates the number of the days in the month should be considered as no adjustment is made in the monthly rate because of the number of its days. With the adjustment in the equivalent yearly rate this latter figure affords a more exact comparison as between months.

When an establishment is growing in size it hires new employees for two reasons—first, to fill the places of employees who separate from the service, and, second, to increase the force. The replacement is a turnover, but the additional hiring is not a part of turnover proper. Hence, in this instance the turnover rate is equal to the separation rate. However, when an establishment is decreasing in size only a part of the vacancies occurring are filled. Here the net turnover rate is equal to the accession rate.

The reporting establishments are requested to omit office employees, when practicable, so as to limit the figures to factory workers. The establishments are also asked to include temporary help, part-time workers, and employees in training, in the figures reported. This inclusion is desired in order to show the degree of stability of employment as it affects all workers.

Pay rolls sometimes carry names of persons for a considerable time after the end of employment, and the bureau advises that such dead names be cleared from the pay roll at frequent intervals to insure the proper base in the computation of rates.

There is difficulty at times in getting correct statements of causes of separation. A cause may be stated which in fact is only a nominal one, with the real cause concealed. The bureau does not attempt to ascertain causes in detail, but personnel managers will find it helpful to make careful inquiry concerning causes in their efforts to reduce labor turnover.

# HOUSING

## Building Permits in Principal Cities of the United States, October, 1931

THE Bureau of Labor Statistics of the United States Department of Labor received building-permit reports from 343 identical cities having a population of 25,000 or over for the months of September and October, 1931, and from 292 identical cities for the month of October, 1930, and October, 1931.

The cost figures as shown in the following tables apply to the cost of the buildings as estimated by the prospective builder on applying for his permit to build. No land costs are included. Only building projects within the corporate limits of the cities enumerated are shown. The States of Illinois, Massachusetts, New Jersey, New York, and Pennsylvania, through their departments of labor, are cooperating with the United States Bureau of Labor Statistics in the collection of these data.

Table 1 shows the estimated cost of new residential buildings, of new nonresidential buildings, of additions, alterations, and repairs, and of total building operations in 343 identical cities of the United States by geographic divisions.

TABLE 1.—ESTIMATED COST OF NEW BUILDINGS, OF ADDITIONS, ALTERATIONS, AND REPAIRS, AND OF TOTAL BUILDING CONSTRUCTION IN 343 IDENTICAL CITIES AS SHOWN BY PERMITS ISSUED IN SEPTEMBER AND OCTOBER, 1931, BY GEOGRAPHIC DIVISIONS

Geographic division	New residential buildings						New nonresidential buildings (estimated cost)		
	Estimated cost			Families provided for in new dwellings			September, 1931	October, 1931	Per cent of change
	September, 1931	October, 1931	Per cent of change	September, 1931	October, 1931	Per cent of change			
New England.....	\$2,991,865	\$2,838,300	-5.1	564	645	+14.4	\$15,309,998	\$3,033,962	-80.2
Middle Atlantic.....	12,955,873	16,203,545	+25.1	2,646	3,823	+44.5	10,448,277	18,114,901	+73.4
East North Central.....	3,690,308	3,088,869	-16.3	749	702	-6.3	7,468,204	3,959,738	-47.0
West North Central.....	1,798,890	1,732,350	-3.7	486	491	+1.0	2,889,964	1,547,553	-46.5
South Atlantic.....	2,780,770	2,179,239	-21.6	600	508	-15.3	5,248,033	4,535,151	-13.6
South Central.....	2,102,886	1,374,619	-34.6	647	545	-15.8	3,046,634	4,505,150	+47.9
Mountain and Pacific.....	4,603,050	4,254,972	-7.6	1,434	1,267	-11.6	2,415,327	3,293,282	+36.3
Total.....	30,923,642	31,671,894	+2.4	7,126	7,981	+12.0	46,826,437	38,989,737	-16.7

Geographic division	Additions, alterations, and repairs (estimated cost)			Total construction (estimated cost)			Number of cities
	September, 1931	October, 1931	Per cent of change	September, 1931	October, 1931	Per cent of change	
New England.....	\$1,380,630	\$1,105,582	-19.9	\$19,682,493	\$6,977,844	-64.5	51
Middle Atlantic.....	4,606,885	6,025,657	+30.8	28,011,035	40,344,103	+44.0	69
East North Central.....	2,911,061	2,647,407	-9.1	14,069,573	9,696,014	-31.1	92
West North Central.....	1,049,598	677,082	-35.5	5,738,452	3,956,985	-31.0	24
South Atlantic.....	2,442,005	1,631,792	-33.2	10,470,808	8,346,182	-2.3	38
South Central.....	890,335	1,031,856	+15.9	6,039,855	6,911,625	+14.4	34
Mountain and Pacific.....	1,822,953	1,558,510	-14.5	8,841,330	9,106,764	+3.0	35
Total.....	15,103,467	14,677,886	-2.8	92,853,546	85,339,517	-8.1	343

The estimated cost of building operations for which permits were issued in these 343 cities for the month of October, 1931, was \$85,339,517. This was a decrease of 8.1 per cent compared with the estimated cost of total building operations for which permits were issued during the month of September.

There was an increase of 2.4 per cent in the indicated expenditures for new residential buildings in these cities, and a decrease of 16.7 per cent in estimated cost of new nonresidential buildings. Additions, alterations, and repairs decreased 2.8 per cent in estimated cost.

Permits were issued during October, 1931, for new residential buildings to provide for 7,981 families. This is an increase of 12 per cent in the number of family dwelling units provided, compared with September, 1931.

The entire increase in residential buildings occurred in the Middle Atlantic States. All other geographic divisions registered decreases in this class of building. The decreases ranged from 3.7 per cent in the West North Central States to 34.6 per cent in the South Central States. The increase in the Middle Atlantic States amounted to nearly \$4,000,000.

Three of the seven geographic divisions registered increases in estimated expenditures for new nonresidential buildings, the Middle Atlantic States showing the largest percentage of increase. The New England States showed the greatest decrease for estimated expenditures for new nonresidential buildings.

Two geographic divisions, the Middle Atlantic and South Central, showed increases in indicated expenditures for additions, alterations, and repairs. Decreases were shown in the other five divisions. The smallest decrease occurred in the East North Central States and the largest in the West North Central States.

Increased expenditures for total building operations occurred in three of the geographic divisions, comparing permits issued in October with those issued in September. These increases ranged from 3 per cent in the Mountain and Pacific States to 44 per cent in the Middle Atlantic States. There were decreases in the other four geographic divisions ranging from 2.3 per cent in the South Atlantic States to 64.5 per cent in the New England States.

Table 2 shows the number of new residential buildings, of new nonresidential buildings, of additions, alterations, and repairs, and of total building operations in 343 identical cities of the United States by geographic divisions.

TABLE 2.—NUMBER OF NEW BUILDINGS, OF ADDITIONS, ALTERATIONS, AND REPAIRS, AND OF TOTAL BUILDING CONSTRUCTION IN 343 IDENTICAL CITIES, AS SHOWN BY PERMITS ISSUED IN SEPTEMBER, 1931, AND OCTOBER, 1931, BY GEOGRAPHIC DIVISIONS

Geographic division	New residential buildings		New nonresidential buildings		Additions, alterations, and repairs		Total construction	
	September, 1931	October, 1931	September, 1931	October, 1931	September, 1931	October, 1931	September, 1931	October, 1931
New England.....	448	406	1,122	1,142	2,297	2,365	3,867	3,913
Middle Atlantic.....	1,414	1,455	2,384	2,691	4,909	5,244	8,707	9,390
East North Central.....	661	572	2,638	2,699	4,023	3,691	7,322	6,962
West North Central.....	427	432	1,159	1,224	1,388	1,237	2,974	2,893
South Atlantic.....	441	438	880	889	2,936	3,295	4,250	4,622
South Central.....	573	465	659	764	2,034	2,047	3,266	3,276
Mountain and Pacific.....	1,086	966	1,589	1,674	4,289	4,069	6,964	6,709
Total.....	5,050	4,734	10,431	11,083	21,876	21,948	37,350	37,765
Per cent of change.....		-6.3		+6.3		+0.3		+1.1

Permits were issued during October, 1931, for 37,765 buildings in these 343 cities. This is an increase of 1.1 per cent as compared with the number of building operations for which permits were issued during September, 1931. The number of residential buildings decreased 6.3 per cent while the number of nonresidential buildings increased 6.3 per cent. The number of additions, alterations, and repairs made during October, 1931, increased three-tenths of 1 per cent as compared with the number of repairs for which permits were issued during September, 1931.

Table 3 shows the index number of families provided for and the index numbers of indicated expenditures for new residential buildings, for new nonresidential buildings, for additions, alterations, and repairs, and for total building operations. These indexes are worked on the chain system with the monthly average of 1929 equaling 100.

TABLE 3.—INDEX NUMBERS OF FAMILIES PROVIDED FOR AND OF THE ESTIMATED COST OF BUILDING OPERATIONS AS SHOWN BY PERMITS ISSUED IN PRINCIPAL CITIES OF THE UNITED STATES, JANUARY, 1930, TO OCTOBER, 1931, INCLUSIVE

[Monthly average, 1929=100]

Month	Families provided for	Estimated cost of—			
		New residential buildings	New non-residential buildings	Additions, alterations, and repairs	Total building operations
1930					
January	34.2	29.4	64.3	55.1	46.1
February	43.0	34.7	51.8	57.5	44.1
March	57.1	47.2	87.1	77.5	66.4
April	62.0	51.0	100.1	81.8	73.8
May	59.6	48.5	90.7	84.5	69.3
June	54.4	45.1	82.5	74.6	63.3
July	49.9	44.1	86.7	77.4	64.8
August	48.7	43.4	67.2	58.6	54.4
September	51.3	44.4	73.8	64.2	58.2
October	58.3	44.9	53.5	58.1	49.7
November	52.9	42.5	54.4	37.8	46.3
December	45.0	37.6	64.3	53.5	50.1
1931					
January	39.1	30.8	43.4	55.5	38.9
February	40.3	30.3	43.8	48.6	37.9
March	53.4	40.7	76.4	58.0	57.1
April	64.6	48.6	73.9	65.2	60.6
May	51.7	39.8	58.5	53.0	48.8
June	43.4	33.4	41.7	56.5	39.4
July	35.8	27.6	53.7	57.8	41.7
August	36.6	33.5	63.9	48.3	47.3
September	30.1	24.8	41.8	41.0	33.5
October	33.7	25.4	34.8	39.8	30.8

The index number of families provided for and the index number of new residential buildings both showed an increase as compared with September. The index numbers for new nonresidential buildings, for additions, alterations, and repairs, and for total building operations were lower than for either September, 1931, or October, 1930. The charts on pages 165 and 167 show in graphic form the information contained in this table.

Table 4 shows the number and value of contracts awarded for public buildings by the different agencies of the United States Government during the months of September, 1931, and October, 1931, by geographic divisions.



TABLE 4.—CONTRACTS LET FOR PUBLIC BUILDINGS BY DIFFERENT AGENCIES OF THE UNITED STATES GOVERNMENT DURING SEPTEMBER AND OCTOBER, 1931, BY GEOGRAPHIC DIVISIONS

Geographic division	September, 1931		October, 1931	
	Number	Cost	Number	Cost
New England.....	13	\$1,497,791	5	\$429,782
Middle Atlantic.....	23	1,675,811	15	1,102,127
East North Central.....	13	802,896	13	690,056
West North Central.....	11	334,004	7	210,218
South Atlantic.....	25	4,108,816	28	4,401,280
South Central.....	18	2,023,689	22	878,501
Mountain and Pacific.....	16	909,391	30	2,637,534
Total.....	119	11,352,398	120	10,349,498

During October, 1931, 120 contracts were awarded by the various agencies of the United States Government for building operations throughout the United States to cost \$10,349,498. The following Federal agencies issued these contracts: United States Capitol Architect; Office of Quartermaster General, War Department; Bureau of Yards and Docks, Navy Department; the Supervising Architect, Treasury Department; the United States Veterans' Bureau; and the Office of Public Parks and Public Buildings.

Table 5 shows the value of contracts awarded by the different State governments for public buildings during the months of September, 1931, and October, 1931, by geographic divisions.

TABLE 5.—CONTRACTS AWARDED FOR PUBLIC BUILDINGS BY THE DIFFERENT STATE GOVERNMENTS DURING SEPTEMBER AND OCTOBER, 1931, BY GEOGRAPHIC DIVISIONS

Geographic division	September, 1931	October, 1931 <sup>1</sup>
New England.....	\$1,054,779	\$725,409
Middle Atlantic.....	5,135,800	2,226,771
East North Central.....	690,362	281,599
West North Central.....	555,525	760,849
South Atlantic.....	328,583	418,352
South Central.....	682,024	419,585
Mountain and Pacific.....	620,879	437,605
Total.....	9,067,952	270,170

<sup>1</sup> Subject to revision.

During October, 1931, contracts were awarded by the various State governments for buildings to cost \$5,270,170. Whenever a contract is awarded by the Federal Government or by a State government for buildings in cities having a population of 25,000 or over the number or cost of such buildings is included in the number or cost as shown in the several tables presented herewith.

Table 6 shows the estimated cost of new residential buildings, of new nonresidential buildings, of additions, alterations, and repairs, and of total building operations in 292 identical cities having a population of 25,000 or over for October, 1930, and October, 1931, by geographic divisions.

TABLE 6.—ESTIMATED COST OF NEW BUILDINGS, OF ADDITIONS, ALTERATIONS, AND REPAIRS, AND OF TOTAL BUILDING CONSTRUCTION IN 292 IDENTICAL CITIES, AS SHOWN BY PERMITS ISSUED IN OCTOBER, 1930, AND OCTOBER, 1931, BY GEOGRAPHIC DIVISIONS

Geographic division	New residential buildings						New nonresidential buildings (estimated cost)		
	Estimated cost			Families provided for in new dwellings			October, 1930	October, 1931	Per cent of change
	October, 1930	October, 1931	Per cent of change	October, 1930	October, 1931	Per cent of change			
New England.....	\$3,929,700	\$2,755,000	-29.9	638	624	-2.2	\$4,863,650	\$2,913,750	-40.1
Middle Atlantic.....	25,421,335	16,195,545	-36.3	5,425	3,820	-29.6	11,045,975	18,094,136	+63.8
East North Central.....	9,419,771	2,663,869	-71.7	1,859	601	-67.7	16,885,566	3,832,375	-77.3
West North Central.....	2,094,511	1,732,350	-17.3	548	491	-10.4	4,067,159	1,547,553	-62.0
South Atlantic.....	2,432,402	2,141,929	-11.9	548	486	-11.3	3,853,010	4,476,413	+16.2
South Central.....	3,901,086	1,299,739	-66.7	1,086	501	-53.9	6,900,477	4,093,316	-40.7
Mountain and Pacific.....	5,889,320	3,911,047	-33.6	1,909	1,169	-38.8	7,227,688	3,168,736	-56.2
Total.....	53,088,125	30,699,479	-42.2	12,013	7,692	-36.0	54,843,525	38,126,279	-30.5

Geographic division	Additions, alterations, and repairs (estimated cost)			Total construction (estimated cost)			Number of cities
	October, 1930	October, 1931	Per cent of change	October, 1930	October, 1931	Per cent of change	
	New England.....	\$1,811,512	\$1,053,195	-41.9	\$10,604,862	\$6,721,945	
Middle Atlantic.....	7,835,776	5,992,670	-23.5	44,303,086	40,282,351	-9.1	65
East North Central.....	3,679,807	2,446,285	-33.5	29,985,144	8,942,529	-70.2	72
West North Central.....	1,093,446	677,082	-38.1	7,255,116	3,956,985	-45.5	24
South Atlantic.....	1,707,773	1,585,302	-7.2	7,993,185	8,203,644	+2.6	33
South Central.....	981,649	942,950	-3.9	11,783,212	6,336,005	-46.2	24
Mountain and Pacific.....	2,193,882	1,497,210	-38.2	15,310,890	8,576,993	-44.0	27
Total.....	19,303,845	14,194,694	-26.5	127,235,495	83,020,452	-34.8	292

There was a decrease of 42.2 per cent in the estimated cost of new residential buildings comparing permits issued during October, 1931, with those issued during October, 1930, in these 292 cities. Non-residential buildings decreased 30.5 per cent; additions, alterations, and repairs, 26.5 per cent; and total building operations, 34.8 per cent, in estimated cost comparing permits issued in these two periods.

The number of family dwelling units provided in October, 1931, decreased 36 per cent compared with those provided during October, 1930.

All geographic divisions showed decreases in indicated expenditures for new residential buildings. The greatest decrease, 71.7 per cent, occurred in the East North Central States; the smallest, 11.9 per cent, in the South Atlantic States.

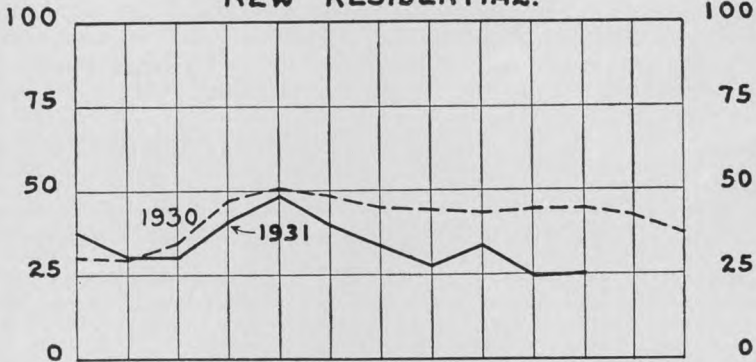
The number of family dwelling units provided also decreased in each of the seven geographic divisions. The decrease in dwelling units was 2.2 per cent in the New England States, but reached a peak of 67.7 per cent in the East North Central States.

Comparing October, 1931, permits with October, 1930, permits, there were increases in the estimated cost of new nonresidential buildings in two geographic divisions—the South Atlantic and the Middle Atlantic. Decreases occurred in the other five geographic divisions.

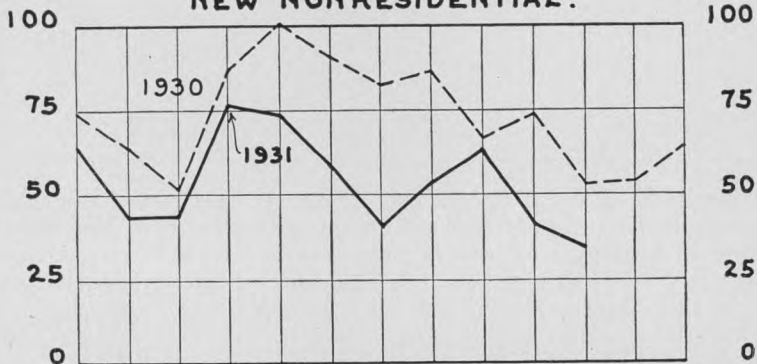
## INDEXES OF COST OF BUILDING OPERATIONS.

MONTHLY AVERAGE 1929 = 100.

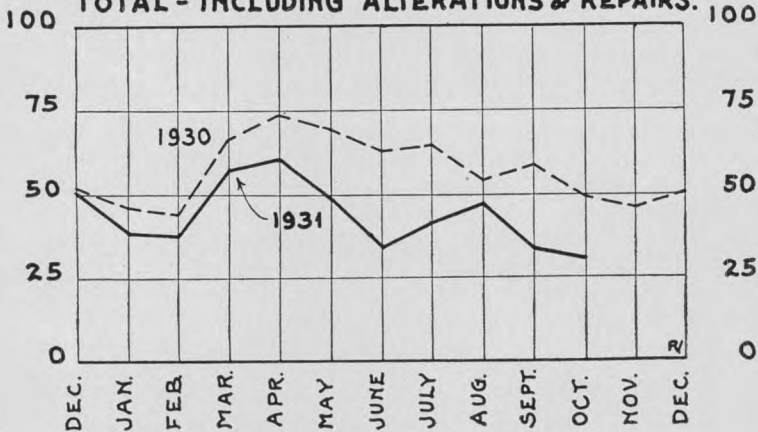
## NEW RESIDENTIAL.



## NEW NONRESIDENTIAL.



## TOTAL - INCLUDING ALTERATIONS &amp; REPAIRS.



All seven geographic divisions showed decreases in projected expenditures for additions, alterations and repairs.

The South Atlantic States was the only group showing an increase in expenditures for total building operations. The decreases in the other six geographic divisions ranged from 9.1 per cent in the Middle Atlantic States to 70.2 per cent in the East North Central States.

Table 7 shows the number of new residential buildings, of new non-residential buildings, of additions, alterations, and repairs, and of total building operations in 292 identical cities having a population of 25,000 or over for October, 1930, and October, 1931.

TABLE 7.—NUMBER OF NEW BUILDINGS, OF ADDITIONS, ALTERATIONS, AND REPAIRS, AND OF TOTAL BUILDING CONSTRUCTION IN 292 IDENTICAL CITIES, AS SHOWN BY PERMITS ISSUED IN OCTOBER, 1930, AND OCTOBER, 1931, BY GEOGRAPHIC DIVISIONS

Geographic division	New residential buildings		New nonresidential buildings		Additions, alterations, and repairs		Total construction	
	October, 1930	October, 1931	October, 1930	October, 1931	October, 1930	October, 1931	October, 1930	October, 1931
New England.....	473	385	1,262	1,090	2,261	2,324	3,996	3,799
Middle Atlantic.....	1,878	1,452	3,143	2,645	5,256	5,103	10,277	9,200
East North Central....	1,161	495	3,919	2,445	4,075	3,463	9,156	6,403
West North Central....	451	432	1,287	1,224	1,396	1,237	3,134	2,893
South Atlantic.....	484	416	1,036	854	3,181	3,217	4,701	4,487
South Central.....	874	421	720	530	2,158	1,762	3,752	2,713
Mountain and Pacific..	1,117	878	2,058	1,579	4,623	3,848	7,798	6,305
Total.....	6,438	4,479	13,425	10,367	22,951	20,954	42,814	35,800
Per cent of change.....	-----	-30.4	-----	-22.8	-----	-8.7	-----	-16.4

The number of buildings for which permits were issued in October, 1931, reached a total of 35,800. This was 16.4 per cent less than the number of buildings for which permits were issued during October, 1930. Decreases were shown in the number of new residential buildings, of new nonresidential buildings, of additions, alterations, and repairs, and of total building operations comparing October, 1931, permits with October, 1930, permits.

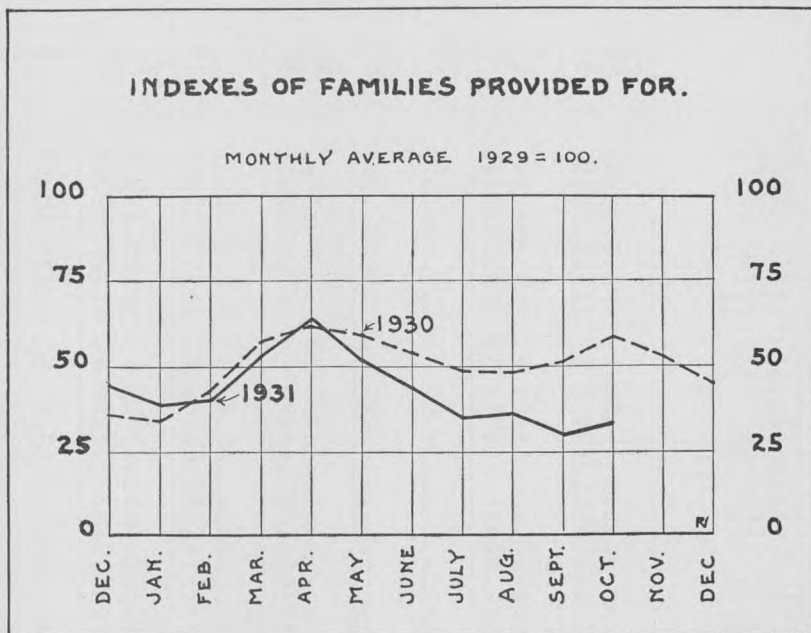
Table 8 shows the estimated cost of new residential buildings, of new nonresidential buildings, of total building operations, together with the number of family-dwelling units provided in new buildings in each of the 343 identical cities for September, 1931, and October, 1931.

Reports were received for September, 1931, and October, 1931, from 51 cities in the New England States; from 69 cities in the Middle Atlantic States; from 92 cities in the East North Central States; from 24 cities in the West North Central States; from 38 cities in the South Atlantic States; from 34 cities in the South Central States; and from 35 cities in the Mountain and Pacific States.

Permits were issued for the following important building projects during the month of October, 1931: In Cambridge, Mass., for a courthouse to cost \$300,000; in Albany, N. Y., for a grain elevator to cost \$1,750,000; in Newark, N. J., for a church to cost \$330,000; in the Borough of the Bronx, for apartment houses to cost \$2,700,000 and for three school buildings to cost \$1,710,000; in the Borough of Manhattan, for a public-school building to cost \$3,500,000; in Philadelphia, for an institutional building to cost over \$1,000,000; in Pittsburgh,

for an institutional building to cost \$1,400,000; in Fort Worth, Tex., for an office building to cost over \$1,000,000.

Contracts were awarded by the Supervising Architect of the Treasury Department for a post-office building in Waterbury, Conn., to cost \$352,000, and in Altoona, Pa., for a post office to cost \$343,000. A contract was let by the Capitol Architect for a wing of the Senate Office Building in Washington, D. C., to cost nearly \$2,200,000.



No reports were received from New London (Conn.), Bangor (Me.), Nanticoke (Pa.), Anderson (Ind.), Pontiac (Mich.), Newark and Zanesville (Ohio), Savannah (Ga.), Fort Smith (Ark.), Lexington and Newport (Ky.), Meridian (Miss.), Muskogee (Okla.), Corpus Christi, Laredo, and Port Arthur (Tex.), and San Bernardino and Santa Barbara (Calif.).



TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931

## New England States

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings		September, 1931	October, 1931	September, 1931	October, 1931
	September, 1931	October, 1931	September, 1931	October, 1931				
<b>Connecticut:</b>								
Bridgeport.....	\$143,150	\$114,200	40	29	\$16,352	\$83,978	\$199,632	\$215,133
Bristol.....	28,400	14,000	7	4	9,852	110,532	45,352	130,359
Greenwich.....	76,000	21,000	9	5	287,650	21,500	383,675	96,950
Hartford.....	29,150	29,000	6	6	1,419,768	94,605	1,520,823	221,421
Meriden.....	13,300	16,700	3	4	619,968	138,370	643,403	161,440
New Britain.....	0	28,200	0	6	3,075	5,175	12,153	48,958
New Haven.....	69,000	89,800	13	17	2,964,335	97,576	3,064,835	208,226
Norwalk.....	79,200	96,600	14	15	10,160	9,600	110,112	122,280
Stamford.....	62,000	53,000	9	10	3,150	38,000	76,795	105,800
Torrington.....	25,500	11,500	6	4	3,685	925	35,195	13,435
Waterbury.....	34,000	16,000	9	4	23,255	436,792	70,055	458,642
<b>Maine:</b>								
Lewiston.....	6,300	3,000	2	1	42,525	0	50,125	4,050
Portland.....	32,850	40,600	10	9	26,715	15,935	87,146	74,358
<b>Massachusetts:</b>								
Beverly.....	21,200	47,300	6	10	5,062	4,755	38,184	97,605
Boston <sup>1</sup> .....	484,500	977,000	122	264	4,220,613	400,477	5,172,682	1,605,355
Brockton.....	39,800	16,250	9	5	85,505	4,215	135,136	31,500
Brookline.....	228,400	97,000	20	6	22,565	7,280	255,290	111,765
Cambridge.....	198,500	0	2	0	999,910	443,625	1,233,635	462,576
Chelsea.....	0	5,000	0	1	1,000	2,060	31,877	17,945
Chicopee.....	5,500	0	2	0	3,075	5,550	10,975	14,950
Everett.....	9,600	6,000	3	2	54,150	21,800	69,250	29,252
Fall River.....	3,800	3,500	1	1	1,430	23,554	22,509	47,275
Fitchburg.....	2,000	6,500	1	2	4,800	1,806	29,640	10,816
Haverhill.....	5,600	8,300	2	3	3,615	3,585	17,090	19,357
Holyoke.....	43,000	17,500	3	2	21,600	7,750	83,450	41,250
Lawrence.....	5,000	0	1	0	9,875	45,850	22,075	63,000
Lowell.....	29,300	45,050	7	2	7,935	3,885	47,110	56,615
Lynn.....	59,285	22,300	15	5	8,175	15,545	84,256	57,315
Malden.....	54,500	33,500	12	8	6,900	7,080	84,385	51,420
Medford.....	117,100	84,100	23	23	5,890	82,120	126,435	173,160
New Bedford.....	5,000	4,500	1	1	5,000	5,550	31,750	26,760
Newton.....	152,300	141,500	19	16	8,006	21,010	186,900	177,572
Pittsfield.....	69,000	77,700	15	18	44,450	37,300	126,325	125,950
Quincy.....	123,200	95,000	28	28	125,025	31,060	269,830	171,091
Revere.....	17,000	1,000	4	1	1,300	200	29,700	9,825
Salem.....	50,400	41,000	9	8	10,300	13,135	94,603	68,039
Somerville.....	17,700	12,000	5	2	2,925	111,440	31,146	139,699
Springfield.....	69,080	44,600	18	14	680,598	61,200	759,628	116,425
Taunton.....	3,500	5,700	2	3	888	1,530	13,237	15,228
Waltham.....	26,700	17,700	5	3	111,700	4,035	149,250	24,235
Watertown.....	35,700	29,500	7	5	7,725	35,550	47,525	89,250
Worcester.....	127,600	77,800	21	12	2,508,280	387,125	2,661,536	490,100
<b>New Hampshire:</b>								
Concord.....	9,000	10,500	3	3	3,250	4,000	12,500	14,500
Manchester.....	25,700	17,300	9	5	20,830	4,105	76,873	52,556
<b>Rhode Island:</b>								
Central Falls.....	4,500	5,000	1	2	2,280	3,790	9,530	10,555
Cranston.....	68,050	120,450	16	28	12,130	17,625	82,320	143,590
East Providence.....	33,450	31,200	8	6	71,350	35,472	114,920	78,330
Newport.....	27,050	26,350	7	5	80,370	9,050	110,420	40,550
Pawtucket.....	17,800	12,700	4	3	219,910	5,710	252,840	25,410
Providence.....	199,700	163,900	24	34	491,791	104,860	839,900	396,978
Woonsocket.....	3,500	0	1	0	9,300	6,290	18,840	8,720
Total.....	2,991,865	2,838,300	564	645	15,309,998	3,033,962	19,682,493	6,977,844
Per cent of change.....		-5.1		+14.4		-80.2		-64.5

<sup>1</sup> Applications filed.

TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931—Continued

## Middle Atlantic States

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings		September, 1931	October, 1931	September, 1931	October, 1931
	September, 1931	October, 1931	September, 1931	October, 1931				
<b>New Jersey:</b>								
Atlantic City	\$2,500	0	1	0	\$560	\$6,150	\$22,020	\$45,278
Bayonne	0	\$5,500	0	2	6,471	725	17,112	23,155
Belleville	88,800	4,000	12	1	11,180	5,100	109,738	15,100
Bloomfield	130,000	70,000	28	14	20,000	5,000	151,500	81,000
Camden	0	0	0	0	6,525	9,275	17,670	21,130
Clifton	98,100	115,000	23	29	8,450	13,590	116,995	134,990
East Orange	11,000	8,500	2	1	18,985	50,426	94,670	89,453
Elizabeth	37,000	35,000	8	7	16,000	79,000	53,000	114,000
Garfield	13,100	0	4	0	3,850	2,385	19,875	5,785
Hoboken	0	0	0	0	3,400	5,500	23,260	13,860
Irvington	5,500	42,000	1	11	33,649	8,525	45,219	56,245
Jersey City	44,000	160,400	12	48	13,175	13,025	97,802	257,325
Kearny	44,000	34,000	7	8	69,579	10,425	119,254	45,500
Montclair	57,500	53,500	6	5	6,225	4,550	71,676	74,018
Newark	103,000	53,000	17	14	49,120	419,410	267,295	723,414
New Brunswick	7,000	0	2	0	1,200	4,160	20,350	13,994
Orange	5,900	12,000	1	2	1,300	3,920	24,300	26,635
Passaic	0	0	0	0	3,450	45,335	39,990	75,050
Paterson	64,300	38,575	15	11	17,050	32,427	128,007	115,615
Perth Amboy	0	0	0	0	9,680	7,484	12,405	10,264
Plainfield	49,000	47,000	8	7	4,775	22,914	92,765	80,589
Trenton	27,500	28,500	4	4	787,655	189,815	824,730	241,763
Union City	38,000	0	16	0	18,500	2,900	70,925	32,700
West New York	0	30,000	0	13	450	12,200	8,325	56,390
<b>New York:</b>								
Albany	154,800	241,600	20	20	142,500	2,141,650	385,629	2,440,446
Amsterdam	0	4,000	0	1	4,800	1,700	14,450	6,300
Auburn	32,000	25,600	6	5	18,975	3,335	63,803	39,755
Binghamton	13,800	22,100	5	6	11,279	10,121	73,618	61,792
Buffalo	168,100	242,025	54	95	447,673	465,802	729,597	801,437
Elmira	18,800	7,250	4	2	37,640	6,257	73,140	20,178
Jamestown	26,000	25,700	7	7	42,330	20,975	72,320	49,692
Kingston	14,700	21,200	3	6	3,420	236,080	35,944	272,579
Lockport	0	4,000	0	2	957	1,690	2,347	10,845
Mount Vernon	35,000	59,800	4	9	3,500	12,545	60,509	96,555
Newburgh	0	6,000	0	1	4,650	4,000	14,762	10,900
New Rochelle	195,500	213,300	13	14	4,175	209,899	207,239	436,224
<b>New York—</b>								
The Bronx	1,932,500	3,140,000	437	731	552,385	1,896,800	2,749,647	5,287,645
Brooklyn	1,779,900	4,147,300	424	1,023	2,767,610	373,371	5,097,422	5,612,731
Manhattan	995,000	410,000	233	141	1,811,527	4,918,500	4,110,470	7,178,740
Queens	2,253,150	4,904,000	488	1,182	1,174,364	800,165	3,832,509	6,190,885
Richmond	184,600	302,450	48	87	42,046	208,200	278,937	603,925
Niagara Falls	47,400	68,850	15	12	32,521	15,512	109,434	136,315
Poughkeepsie	48,500	28,000	7	4	3,125	6,850	67,548	49,125
Rochester	69,100	72,050	13	17	139,940	43,955	238,947	159,688
Schenectady	49,000	61,900	9	11	191,000	37,600	271,300	128,500
Syracuse	110,500	112,800	20	23	13,850	847,869	139,325	1,040,795
Troy	334,000	54,300	11	10	5,400	48,395	353,750	120,300
Utica	27,500	53,000	7	9	243,150	30,350	285,750	83,950
Watertown	5,225	6,000	3	2	2,105	14,425	19,102	27,115
White Plains	100,000	86,000	10	8	20,355	10,200	139,230	108,340
Yonkers	1,318,800	411,100	248	62	15,975	42,670	1,373,315	486,510
<b>Pennsylvania:</b>								
Allentown	23,000	26,000	4	4	93,550	15,580	128,350	55,370
Altoona	15,400	11,150	4	3	4,652	349,497	47,396	307,657
Bethlehem	9,500	4,500	1	1	1,850	3,910	13,650	9,400
Butler	0	0	0	0	0	3,750	0	6,550
Chester	4,700	0	3	0	181,900	17,025	186,600	18,825
Easton	0	6,000	0	1	4,345	6,415	12,700	17,009
Erie	125,300	75,200	38	24	293,965	19,165	664,808	325,615
Harrisburg	593,000	21,958	9	5	51,015	221,006	654,600	451,064
Hazleton	10,998	11,181	2	3	6,958	7,433	30,468	25,530
Johnstown	6,000	4,950	1	1	1,975	11,670	14,650	22,573
Lancaster	7,000	2,800	2	1	1,000	7,650	45,770	16,810
McKeesport	29,000	27,500	3	6	2,565	3,300	39,078	44,242

1 Applications filed.

[1433]

TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931—Continued

## Middle Atlantic States—Continued

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings		September, 1931	October, 1931	September, 1931	October, 1931
	September, 1931	October, 1931	September, 1931	October, 1931				
Pennsylvania—Con.								
New Castle.....	\$5,300	\$4,000	1	1	\$2,675	\$2,065	\$12,670	\$11,340
Norristown.....	550	12,000	2	1	8,366	9,376	39,664	23,536
Philadelphia.....	551,850	212,500	135	45	337,665	2,489,630	1,173,257	2,983,900
Pittsburgh.....	680,600	257,700	163	52	250,910	1,515,190	1,243,157	1,911,577
Reading.....	50,600	0	9	0	47,850	11,590	128,667	29,972
Scranton.....	55,300	28,516	3	2	102,159	15,340	198,247	59,550
Wilkes-Barre.....	5,700	6,700	3	2	127,515	7,745	152,300	32,804
Wilkesburg.....	11,000	0	3	0	1,900	3,100	25,616	31,360
Williamsport.....	0	5,000	0	2	42,395	26,242	59,313	37,238
York.....	31,000	18,500	4	2	34,586	5,065	90,712	48,001
<b>Total.....</b>	<b>12,955,873</b>	<b>16,203,545</b>	<b>2,646</b>	<b>3,823</b>	<b>10,448,277</b>	<b>18,114,901</b>	<b>28,011,035</b>	<b>40,344,103</b>
Per cent of change.....		+25.1		+44.5		+73.4		+44.0

## East North Central States

Illinois:								
Alton.....	\$2,000	0	1	0	\$608	\$1,000	\$9,967	\$15,317
Aurora.....	12,800	\$7,865	3	3	6,955	8,615	60,626	22,094
Belleville.....	25,000	9,300	6	2	6,580	615	32,580	12,115
Berwyn.....	21,500	11,000	3	2	6,834	3,360	32,334	16,190
Bloomington.....	25,000	12,000	6	2	14,000	0	41,000	12,000
Chicago.....	463,600	225,100	54	32	1,072,600	485,768	1,969,543	1,234,467
Cicero.....	7,500	8,500	1	1	540	8,300	12,690	19,300
Danville.....	2,100	2,100	1	1	1,400	15,300	8,600	64,650
Decatur.....	12,500	0	2	0	156,330	48,650	172,580	49,700
East St. Louis.....	18,950	16,700	12	7	14,885	11,835	57,135	34,635
Elgin.....	10,300	13,100	2	2	2,650	158,250	18,720	181,000
Evanston.....	55,000	8,000	3	1	143,000	109,750	247,000	142,250
Granite City.....	0	3,000	0	1	26,000	0	26,000	3,000
Joliet.....	12,000	18,000	2	3	2,100	2,225	33,200	43,858
Maywood.....	0	0	0	0	1,095	26,639	4,070	29,100
Moline.....	7,000	30,000	2	8	10,145	2,840	27,419	39,587
Oak Park.....	0	10,500	0	1	93,620	43,995	103,185	69,970
Peoria.....	78,600	85,900	21	19	39,185	7,815	117,785	158,930
Quincy.....	0	15,300	0	4	1,910	2,640	1,910	18,040
Rockford.....	4,000	13,000	1	3	9,377	2,475	20,472	25,370
Rock Island.....	18,050	14,300	5	6	1,090	1,815	41,228	25,173
Springfield.....	108,500	36,700	29	11	10,960	22,788	200,426	84,207
Waukegan.....	4,000	9,000	1	2	31,475	28,027	40,025	42,742
Indiana:								
East Chicago.....	0	2,200	0	1	40,350	980	42,500	5,630
Elkhart.....	2,500	17,000	1	2	2,162	9,550	10,610	31,172
Evansville.....	17,500	11,910	5	5	5,822	16,600	36,603	48,754
Fort Wayne.....	59,410	44,200	10	11	493,913	10,698	573,071	99,527
Gary.....	26,900	1,000	7	1	2,000	4,830	38,975	15,115
Hammond.....	18,200	0	4	0	131,077	2,371	154,247	10,690
Indianapolis.....	104,725	120,750	29	26	1,888,319	126,304	2,062,921	310,223
Kokomo.....	5,000	0	1	0	2,640	3,400	11,161	5,835
Lafayette.....	7,500	3,300	3	2	3,400	0	10,900	6,400
Marion.....	0	1,780	0	1	225	15,098	2,279	22,138
Michigan City.....	6,000	14,500	2	4	6,890	250	17,240	16,875
Mishawaka.....	4,000	2,000	1	1	915	1,480	5,040	4,180
Muncie.....	2,000	5,000	1	1	27,690	4,277	36,384	21,070
Richmond.....	0	7,000	0	2	600	7,650	10,100	22,000
South Bend.....	12,725	21,600	3	7	37,020	8,620	58,590	43,460
Terre Haute.....	2,950	3,000	2	1	1,825	1,675	16,258	31,281
Michigan:								
Ann Arbor.....	45,500	48,700	6	7	1,950	1,960	110,790	75,860
Battle Creek.....	800	2,000	1	1	67,225	18,470	70,569	25,795
Bay City.....	25,500	9,700	8	3	362,550	8,550	399,835	26,250
Dearborn.....	38,500	126,300	8	36	248,000	3,635	296,695	132,760
Detroit.....	547,035	488,088	117	130	171,146	564,378	1,627,910	1,360,750
Flint.....	98,867	19,476	10	4	27,162	53,043	158,914	84,514

[1434]

TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931—Continued

## East North Central States—Continued

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings		September, 1931	October, 1931	September, 1931	October, 1931
	September, 1931	October, 1931	September, 1931	October, 1931				
Michigan—Contd.								
Grand Rapids.....	\$18,800	\$38,700	6	11	\$48,060	\$34,730	\$92,805	\$97,500
Hamtramck.....	0	4,500	0	1	800	9,260	6,350	15,325
Highland Park.....	0	0	0	0	525	550	3,150	2,075
Jackson.....	13,400	0	2	0	11,970	820	29,800	4,516
Kalamazoo.....	14,500	1,800	4	1	41,960	11,920	75,875	25,497
Lansing.....	10,700	12,500	4	4	7,960	11,970	28,735	36,545
Muskegon.....	7,500	0	3	0	16,525	2,630	27,100	8,350
Port Huron.....	4,000	1,400	3	2	175,600	435	189,800	1,835
Saginaw.....	7,400	0	4	0	3,574	8,160	17,124	14,124
Wyandotte.....	23,650	12,100	6	3	3,938	3,437	34,378	24,552
Ohio:								
Akron.....	38,700	48,350	6	8	39,991	114,678	155,123	208,368
Ashtabula.....	6,300	3,600	2	2	1,810	1,790	14,240	13,268
Canton.....	5,000	0	1	0	4,920	3,360	12,230	11,625
Cincinnati.....	481,900	359,400	91	76	566,470	818,930	1,265,510	1,244,555
Cleveland.....	265,500	245,000	53	50	173,949	93,325	629,249	548,000
Cleveland Heights	71,700	86,800	10	14	35,735	3,790	109,160	95,950
Columbus.....	30,000	83,400	7	16	23,300	35,250	82,400	177,500
Dayton.....	82,200	6,000	14	3	46,576	293,346	138,904	325,023
East Cleveland...	0	0	0	0	1,575	1,115	5,785	3,144
Elyria.....	0	6,500	0	2	1,835	6,745	4,165	15,755
Hamilton.....	0	0	0	0	6,870	2,125	17,450	12,630
Lakewood.....	0	27,500	0	2	4,720	6,140	6,135	38,740
Lima.....	0	0	0	0	1,165	365	9,275	15,865
Lorain.....	4,500	3,000	1	1	1,685	1,606	8,235	5,586
Mansfield.....	43,650	29,500	9	7	1,795	3,470	49,824	33,463
Marion.....	0	0	0	0	3,230	250	3,345	1,850
Massillon.....	1,500	1,500	1	1	50	1,450	2,100	4,513
Middletown.....	0	0	0	0	300	2,470	3,245	8,670
Norwood.....	10,000	0	2	0	16,220	8,825	33,945	12,965
Portsmouth.....	0	0	0	0	2,500	200	2,975	3,020
Springfield.....	7,500	0	2	0	4,950	1,550	15,580	7,460
Stuebenville.....	9,500	0	3	0	925	890	17,600	1,590
Toledo.....	3,000	2,000	2	1	14,952	51,887	27,850	121,807
Warren.....	4,800	0	2	0	1,135	1,435	26,745	8,755
Youngstown.....	34,750	11,100	8	4	29,650	2,430	93,864	19,661
Wisconsin:								
Appleton.....	58,200	26,400	11	6	2,930	2,510	90,315	124,320
Eau Claire.....	5,800	23,000	3	7	51,050	1,600	56,580	33,558
Fond du Lac.....	7,800	7,000	3	2	1,413	2,075	12,108	11,525
Green Bay.....	22,800	45,200	7	15	17,540	52,580	56,450	109,447
Kenosha.....	9,600	3,600	2	1	2,405	3,095	18,747	29,454
Madison.....	87,100	98,900	20	18	105,080	16,131	205,085	154,071
Milwaukee.....	287,900	313,150	62	67	783,987	371,245	1,177,091	1,073,433
Oshkosh.....	10,246	14,200	5	5	8,329	8,200	23,480	28,726
Racine.....	27,000	12,500	3	3	8,284	66,170	44,194	83,770
Sheboygan.....	27,500	34,100	5	7	3,871	32,250	52,044	88,959
Superior.....	11,300	0	3	0	3,985	2,925	21,866	8,425
West Allis.....	20,600	27,300	5	5	5,890	4,095	31,205	36,840
Total.....	3,690,308	3,088,869	749	702	7,468,204	3,959,738	14,069,573	9,696,014
Per cent of change.....		-16.3		-6.3		-47.0		-31.1

## West North Central States

Iowa:								
Burlington.....	\$7,000	\$12,000	1	3	\$1,065	\$8,000	\$9,215	\$23,550
Cedar Rapids.....	44,535	27,050	12	9	40,029	19,458	100,636	71,626
Council Bluffs.....	6,000	23,000	1	7	4,300	3,600	46,300	36,600
Davenport.....	34,400	18,800	8	8	35,945	4,332	95,938	43,324
Des Moines.....	70,350	42,950	16	17	75,945	18,965	247,605	70,635
Dubuque.....	13,350	32,700	4	10	14,496	5,624	35,757	50,924
Ottumwa.....	27,250	4,500	8	2	3,550	4,000	35,250	8,800
Sioux City.....	60,750	56,350	17	19	25,475	10,705	90,825	77,705
Waterloo.....	15,200	18,200	10	6	8,975	14,890	34,175	37,230

TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931—Continued

## West North Central States—Continued

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings					
	September, 1931	October, 1931	September, 1931	October, 1931	September, 1931	October, 1931	September, 1931	October, 1931
<b>Kansas:</b>								
Hutchinson.....	\$12,275	\$13,600	8	7	\$160	\$7,575	\$16,740	\$22,125
Kansas City.....	7,900	19,600	6	11	5,398	9,545	18,608	35,155
Topeka.....	19,200	15,700	4	9	515,725	953,835	549,390	975,655
Wichita.....	56,500	80,300	16	20	26,143	12,785	95,705	137,745
<b>Minnesota:</b>								
Duluth.....	34,800	46,500	10	15	8,115	18,380	106,834	92,622
Minneapolis.....	312,025	468,825	83	128	515,790	63,715	961,121	638,154
St. Paul.....	209,970	191,040	42	31	497,754	63,892	1,070,385	318,828
<b>Missouri:</b>								
Joplin.....	8,000	8,400	1	2	700	2,200	18,685	21,630
Kansas City.....	144,000	81,500	46	24	35,900	97,000	215,400	297,200
St. Joseph.....	9,000	14,500	3	8	725	4,655	16,617	24,040
St. Louis.....	537,900	376,350	141	114	732,658	86,975	1,423,230	580,055
Springfield.....	18,750	20,000	6	4	10,510	5,125	38,685	34,010
<b>Nebraska:</b>								
Lincoln.....	32,400	27,050	9	7	100,411	9,360	143,011	60,445
Omaha.....	77,025	99,250	19	22	114,090	18,497	207,365	158,052
<b>South Dakota:</b>								
Sioux Falls.....	40,310	34,185	15	8	116,105	104,440	160,975	140,875
Total.....	1,798,890	1,732,350	486	491	2,889,964	1,547,553	5,738,452	3,956,985
Per cent of change.....		-3.7		+1.0		-46.5		-31.0

## South Atlantic States

<b>Delaware:</b>								
Wilmington.....	\$21,000	\$167,200	4	44	\$67,661	\$39,531	\$98,055	\$260,142
<b>District of Columbia:</b>								
Washington.....	1,559,209	883,700	302	176	2,733,392	3,229,201	4,456,948	4,441,614
<b>Florida:</b>								
Jacksonville.....	26,100	57,350	11	14	12,270	405,165	92,635	489,940
Miami.....	100,450	48,700	12	15	1,073,205	61,810	1,232,276	188,919
Orlando.....	0	3,060	0	4	1,200	845	16,960	15,025
St. Petersburg.....	96,500	7,500	7	2	9,200	3,300	122,000	31,500
Tampa.....	3,600	5,550	4	4	5,730	4,475	33,652	36,972
<b>Georgia:</b>								
Atlanta.....	93,050	109,850	30	32	273,625	23,087	490,679	200,776
Augusta.....	8,908	10,552	7	8	301,935	25,000	321,766	64,891
Columbus.....	0	13,000	0	2	47,575	300	53,652	17,980
Macon.....	750	1,800	1	2	6,225	24,150	15,171	57,143
<b>Maryland:</b>								
Baltimore.....	318,000	458,000	59	63	332,200	225,400	1,263,219	1,332,700
Cumberland.....	13,135	4,000	3	1	16,075	3,635	30,110	8,735
Hagerstown.....	1,750	5,000	1	2	1,000	755	9,825	6,005
<b>North Carolina:</b>								
Asheville.....	300	1,400	1	1	50	24,780	5,745	34,350
Charlotte.....	81,600	58,418	19	14	18,710	3,335	109,477	75,878
Durham.....	2,250	22,450	1	17	302,700	13,200	308,825	51,475
Greensboro.....	15,540	1,000	3	1	3,191	10,135	24,235	27,390
High Point.....	27,700	33,050	23	16	9,275	0	46,200	35,500
Raleigh.....	7,100	1,200	4	2	6,517	1,925	18,542	10,075
Wilmington.....	11,000	9,800	4	4	4,200	200	24,050	16,600
Winston-Salem.....	27,800	6,900	3	6	6,450	39,285	56,220	68,072
<b>South Carolina:</b>								
Charleston.....	30,913	16,250	3	3	200	4,973	37,773	26,290
Columbia.....	50,545	30,998	21	16	14,210	49,794	81,326	92,707
Greenville.....	29,800	25,500	6	4	575	125	42,545	36,265
Spartanburg.....	900	0	1	0	80	4,345	3,645	22,305
<b>Virginia:</b>								
Lynchburg.....	63,300	5,600	6	2	3,983	1,285	80,041	57,431
Newport News.....	6,596	19,700	2	7	36,596	4,000	65,444	36,609
Norfolk.....	86,850	62,100	21	17	32,092	22,640	152,944	105,985
Petersburg.....	225	0	1	0	5,500	0	6,575	2,400
Portsmouth.....	15,900	10,500	4	3	1,885	8,330	26,615	30,142



TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931—Continued

## South Atlantic States—Continued

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings		September, 1931	October, 1931	September, 1931	October, 1931
	September, 1931	October, 1931	September, 1931	October, 1931				
Virginia—Continued.								
Richmond.....	\$40,400	\$35,011	12	8	\$308,000	\$170,236	\$397,868	\$240,466
Roanoke.....	25,875	15,000	6	5	86,624	3,848	120,997	22,666
West Virginia:								
Charleston.....	37,274	19,800	8	6	4,875	5,250	97,754	31,836
Clarksburg.....	15,250	4,000	6	2	457,340	5,745	472,590	11,585
Huntington.....	11,800	3,500	5	2	33,525	53,750	60,245	59,700
Parkersburg.....	2,800	0	2	0	34,045	51,623	39,655	59,633
Wheeling.....	9,900	21,800	3	3	15,200	9,693	34,590	38,480
Total.....	2,780,770	2,179,239	600	508	5,248,033	4,535,151	10,470,808	8,346,182
Per cent of change.....		-21.6		-15.3		-13.6		-2.3

## South Central States

Alabama:									
Birmingham.....	\$10,000	\$5,000	7	3	\$43,150	\$10,025	\$92,780	\$53,248	
Mobile.....	24,650	14,700	13	9	104,800	13,000	162,254	40,015	
Montgomery.....	14,600	19,300	11	6	19,800	5,600	46,162	43,915	
Arkansas:									
Little Rock.....	22,750	0	7	0	14,146	1,830	53,109	10,967	
Kentucky:									
Ashland.....	1,550	0	2	0	50,100	7,400	51,650	12,950	
Covington.....	10,500	11,500	3	3	8,250	80,035	24,475	104,910	
Louisville.....	49,500	50,000	8	9	93,425	260,485	158,825	490,935	
Paducah.....	4,200	2,200	4	2	22,825	750	27,025	2,950	
Louisiana:									
Baton Rouge.....	14,525	13,983	18	8	28,585	3,695	54,808	23,493	
Monroe.....	8,950	4,300	4	4	3,200	1,415	19,835	7,515	
New Orleans.....	95,650	69,900	22	32	349,830	2,415	514,700	118,580	
Shreveport.....	23,050	3,400	10	7	6,250	4,732	54,380	35,579	
Mississippi:									
Jackson.....	11,450	12,630	5	8	2,425	750	25,680	26,402	
Oklahoma:									
Enid.....	0	3,000	0	1	1,000	300	7,596	8,565	
Oklahoma City.....	464,225	126,700	59	44	401,281	726,195	898,896	1,001,464	
Oklmulgee.....	0	0	0	0	0	150	250	150	
Tulsa.....	109,519	35,925	32	13	195,295	124,999	321,980	187,269	
Tennessee:									
Chattanooga.....	14,700	15,600	12	6	59,200	50,200	125,557	147,970	
Johnson City.....	4,700	1,000	3	1	15,000	223,181	19,700	224,581	
Knoxville.....	25,200	24,120	8	11	246,310	121,409	276,646	156,040	
Memphis.....	19,500	20,150	8	9	29,770	540,800	143,217	681,330	
Nashville.....	56,750	57,725	20	18	32,960	279,535	108,320	364,134	
Texas:									
Amarillo.....	30,645	24,850	21	20	213,264	66,673	248,769	92,733	
Austin.....	64,097	69,646	37	44	5,872	67,721	91,134	155,154	
Beaumont.....	15,000	2,700	6	3	2,919	20,154	33,088	35,275	
Dallas.....	122,590	107,975	67	71	87,584	62,852	354,414	245,178	
El Paso.....	18,850	10,600	6	3	1,360	11,515	45,676	31,926	
Fort Worth.....	160,458	86,100	45	29	187,827	1,201,950	379,596	1,328,580	
Galveston.....	31,590	26,850	12	12	50,731	205,100	117,034	240,840	
Houston.....	529,000	445,400	131	117	260,580	253,405	820,730	740,108	
San Angelo.....	0	2,000	0	1	330	10,540	5,430	12,790	
San Antonio.....	116,020	92,965	60	42	62,580	137,414	252,076	250,888	
Waco.....	28,667	13,900	6	8	14,733	7,325	61,709	32,350	
Wichita Falls.....	0	500	0	1	431,252	600	442,354	2,841	
Total.....	2,102,886	1,374,619	647	545	3,046,634	4,505,150	6,039,855	6,911,625	
Per cent of change.....		-34.6		-15.8		+47.9		+14.4	

TABLE 8.—ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN PRINCIPAL CITIES, SEPTEMBER AND OCTOBER, 1931—Continued

*Mountain and Pacific States*

State and city	New residential buildings				New nonresidential buildings (estimated cost)		Total construction, including alterations and repairs (estimated cost)	
	Estimated cost		Families provided for in new dwellings					
	September, 1931	October, 1931	September, 1931	October, 1931	September, 1931	October, 1931	September, 1931	October, 1931
Arizona:								
Phoenix.....	\$29,725	\$32,650	8	9	\$20,060	\$3,235	\$60,275	\$44,900
Tucson.....	19,450	50,450	9	15	16,927	44,091	42,617	109,766
California:								
Alameda.....	15,500	7,500	4	3	3,100	2,460	32,625	26,650
Alhambra.....	91,050	37,600	32	14	5,600	22,100	101,700	62,300
Bakersfield.....	15,300	6,400	3	2	2,197	910	26,295	19,737
Berkeley.....	72,890	39,250	19	11	7,875	14,605	152,090	72,259
Fresno.....	60,150	24,450	11	7	5,530	4,651	95,297	69,488
Glendale.....	269,850	172,550	59	41	21,280	21,850	306,925	206,950
Long Beach.....	221,025	233,950	88	92	53,690	89,130	338,110	379,835
Los Angeles.....	1,827,576	1,541,200	666	506	672,962	1,353,718	3,097,453	3,459,905
Oakland.....	161,089	170,650	45	42	68,998	57,157	327,655	340,217
Pasadena.....	35,800	80,424	10	21	9,490	147,330	125,082	297,006
Riverside.....	4,000	16,500	2	10	14,215	32,550	37,678	61,267
Sacramento.....	109,000	90,450	21	19	6,550	29,130	155,629	156,769
San Diego.....	132,005	191,140	44	41	247,016	33,430	466,082	313,015
San Francisco.....	653,665	741,077	178	199	687,441	456,924	1,512,706	1,339,438
San Jose.....	72,100	92,400	19	26	23,740	168,495	108,875	282,220
Santa Ana.....	45,750	20,600	8	6	0	25,924	58,899	47,737
Santa Monica.....	65,900	54,600	18	14	20,985	8,272	90,240	68,147
Stockton.....	59,925	53,583	14	8	13,880	30,094	110,871	120,476
Vallejo.....	16,150	5,150	5	2	550	300	27,075	9,225
Colorado:								
Colorado Springs.....	12,700	4,600	5	2	2,045	76,245	50,971	85,753
Denver.....	205,600	235,000	54	55	40,575	424,116	353,275	733,691
Pueblo.....	9,650	900	5	1	2,900	81,065	19,515	93,080
Montana:								
Butte.....	0	0	0	0	830	3,025	1,745	3,400
Great Falls.....	3,500	19,500	2	7	29,775	1,205	37,110	25,170
New Mexico:								
Albuquerque.....	34,800	21,500	7	8	3,490	10,650	58,999	41,853
Oregon:								
Portland.....	161,850	96,200	29	22	230,810	94,090	532,020	276,320
Salem.....	8,600	14,175	2	3	84,598	2,290	101,847	21,780
Utah:								
Ogden.....	7,000	9,000	4	4	300	1,000	11,500	17,100
Salt Lake City.....	66,250	122,973	19	54	11,163	11,960	104,445	152,375
Washington:								
Bellingham.....	8,100	0	3	0	60,500	20,275	79,024	23,010
Everett.....	2,000	0	2	0	2,570	780	12,690	18,790
Spokane.....	68,100	40,550	24	13	37,680	18,020	141,710	74,795
Tacoma.....	37,000	28,000	15	10	6,005	2,305	62,300	52,340
Total.....	4,603,050	4,254,972	1,434	1,267	2,415,327	3,293,282	8,841,330	9,106,764
Per cent of change.....		-7.6		-11.6		+36.3		+3.0

*Hawaii*

Honolulu.....	\$493,006	\$160,925	105	68	\$96,379	\$137,006	\$626,435	\$329,066
Per cent of change.....		-67.4		-35.2		+42.2		-47.5

## WAGES AND HOURS OF LABOR

### Wages and Hours of Labor in the Manufacture of Silk and Rayon Goods, 1931

IN THIS article are presented, in summary form, the results of a study by the Bureau of Labor Statistics of hours and earnings, in 1931, of 49,036 wage earners of 340 representative mills engaged in the manufacture of silk, rayon, or mixed silk and rayon goods in the United States. Detailed data will be available later in bulletin form.

The study revealed that in 1931, full-time hours for these employees averaged 50.7 per week; that they earned an average of 40.6 cents per hour; and that their full-time earnings per week averaged \$20.58.

#### Trend of Hours and Earnings, 1910 to 1931

THE averages in Table 1 for the years from 1910 to 1914 and for 1919 are for the wage earners in the *selected occupations* in the industry. The averages for these years are comparable one year with another, but are not comparable with those for 1914 and 1931 which are for the wage earners in *all occupations* in the industry.

Average full-time hours per week for wage earners in all occupations in the industry in 1931 show a decrease of 7.1 per cent since 1914, when the average was 54.6. During the same period the hourly earnings have more than doubled, rising from 19.7 to 40.6 cents. Average full-time earnings per week have not increased to quite the same extent as hourly earnings, due to the decrease in hours, but have risen from \$10.79 in 1914 to \$20.58 in 1931.

The index numbers in the table are for the purpose of furnishing comparable figures for the specified years from 1910 to 1931. The index for any year for selected occupations only is the per cent that the average for the year is of the 1913 average. The index for 1931 was computed by increasing or decreasing the 1914 index for selected occupations by the per cent that the 1931 average for all occupations is in excess of or less than the 1914 average for all occupations.

Average full-time hours decreased from an index of 101.3 in 1910 to 100.0 in 1913, to 92.6 in 1919, and to 91.0 in 1931.

Average earnings per hour increased from an index of 86.5 in 1910 to 100.0 in 1913, to 199.0 in 1919, and to 215.8 in 1931.

Average full-time earnings per week increased from an index of 88.6 in 1910 to 95.7 in 1912, to 186.2 in 1919, and to 198.2 in 1931. Average full-time earnings per week did not change in the same proportion as average earnings per hour because of the change in average full-time hours per week.

TABLE 1.—AVERAGE HOURS AND EARNINGS WITH INDEX NUMBERS, 1910 TO 1931<sup>1</sup>

[1913=100]

Year	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Index numbers of—		
						Full-time hours per week	Earnings per hour	Full-time earnings per week
Selected occupations:								
1910.....	42	7,779	56.4	\$0.167	\$9.43	101.3	86.5	88.6
1911.....	42	11,105	56.4	.172	9.70	101.3	89.1	91.2
1912.....	51	11,762	55.9	.182	10.18	100.4	94.3	95.7
1913.....	59	12,002	55.7	.193	10.64	100.0	100.0	100.0
1914 <sup>2</sup> .....	63	18,293	54.6	.202	11.06	98.0	104.7	103.9
1919.....	33	9,415	51.6	.384	19.81	92.6	199.0	186.2
All occupations: <sup>2</sup>								
1914.....	63	22,344	54.6	.197	10.79	-----	-----	-----
1931.....	340	49,036	50.7	.406	20.58	91.0	215.8	198.2

<sup>1</sup> An article in the December, 1930, Labor Review gave the wages and hours in mills manufacturing rayon fiber. \*This article relates to wages and hours in mills manufacturing goods from silk, rayon, or mixed silk and rayon fiber.

<sup>2</sup> 2 sets of averages are shown for 1914 for the industry: 1 for selected occupations and the other for all occupations in the industry. The 1910 to 1919 averages for selected occupations only are comparable one year with another, as are those for all occupations, for 1914 and 1931.

The study was limited to mills whose principal products were broad goods, dress goods, ribbons, linings, shirtings, satins, georgettes, pongees, crêpes, taffetas, chiffons, and tie goods, made of silk and/or rayon.

The number of wage earners (49,036) included in the study in 1931, based on the 1927 figures of the Census of Manufactures, is approximately 30 per cent of the total in the industry in the United States.

Except for a very few mills, the 1931 hours and earnings of the wage earners were taken by agents of the bureau directly from the pay rolls of the mills included in the study for one representative pay period in March, April, May, or June and therefore reflect the conditions of the industry in those months. The length of pay periods varied in different mills from one to two weeks or more. Those of more than one week were converted by the bureau to a 1-week basis.

The earnings in this report include earnings at basic rates and any bonuses or premiums earned in the week covered in the study of the industry.

#### Average Hours and Earnings, 1931, by Occupation and Sex

TABLE 2 shows for males and for females separately, in each specified occupation in the industry, average full-time hours per week, earnings per hour, and full-time earnings per week in 1931, and also for a group designated in the table as "Other employees." The group includes all wage earners in other occupations, each too few in number to warrant separate tabulation as an occupation.

Average full-time hours per week for males at 46.8 for reelers were less and at 58.9 for doublers were more than the average for the wage earners of that sex in any of the other specified occupations in the table, and for females at 48.2 for ribbon weavers were less and at 52.5 for rayon winders were more than the average for the wage earners of that sex in any other specified occupation in the industry.

[1440]

Average earnings per hour for males ranged in the various occupations from 19.7 cents for redrawers to 74.6 cents for loom fixers, and for females from 24.3 cents for redrawers to 47.6 cents for warpers.

Average full-time earnings per week for males ranged by occupations from \$10.38 for redrawers to \$38.05 for loom fixers, and for females ranged from \$12.25 for redrawers to \$23.99 for warpers.

TABLE 2.—AVERAGE HOURS AND EARNINGS, 1931, BY OCCUPATION AND SEX

Occupation	Sex	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week
Winders, hard silk	Male	14	61	51.9	\$0.267	\$13.86
	Female	183	5,105	50.1	.293	14.68
Doubblers	Male	6	52	58.9	.350	20.62
	Female	33	372	50.3	.287	14.44
Spinners	Male	109	1,794	54.2	.344	18.64
	Female	104	2,346	50.2	.289	14.51
Reelers	Male	6	19	46.8	.319	14.93
	Female	31	237	49.8	.287	14.29
Laborers, dye house	Male	13	464	52.0	.479	24.91
Winders, rayon	do.	2	30	55.0	.375	20.63
	Female	23	372	52.5	.295	15.49
Winders, soft silk	Male	6	22	57.3	.319	18.28
	Female	126	1,554	49.2	.340	16.73
Redrawers	Male	13	63	52.7	.197	10.38
	Female	113	1,887	50.4	.243	12.25
Warpers	Male	166	993	51.1	.648	33.11
	Female	164	1,974	50.4	.476	23.99
Quillers	Male	62	299	54.2	.250	13.55
	Female	238	1,934	50.0	.265	13.25
Coners	Male	7	161	52.1	.323	16.83
	Female	18	528	50.4	.278	14.01
Enterers	Male	20	41	51.7	.414	21.40
	Female	73	376	50.8	.387	19.66
Enterer's helpers	Male	15	30	51.5	.246	12.67
	Female	39	154	50.8	.260	13.21
Twisters-in, hand	Male	145	407	49.7	.634	31.51
	Female	61	228	50.6	.428	21.66
Twisters-in, machine	Male	94	198	50.7	.615	31.18
	Female	40	97	51.5	.440	22.66
Loom fixers	Male	234	1,518	51.0	.746	38.05
Bobbin boys	do.	88	460	51.4	.222	11.41
Weavers, broad silk	do.	224	9,796	51.2	.499	25.55
	Female	203	5,904	49.6	.422	20.93
Weavers, ribbon	Male	15	332	47.3	.558	26.39
	Female	12	272	48.2	.444	21.40
Smash hands	Male	29	116	51.5	.536	27.60
	Female	9	16	52.1	.409	21.31
Pickers, cloth	Male	21	64	52.0	.260	13.52
	Female	183	1,062	49.8	.270	13.45
Inspectors, cloth	Male	68	160	51.1	.538	27.49
	Female	57	208	50.6	.327	16.55
Packers	Male	36	81	49.8	.355	17.68
	Female	23	70	49.5	.263	13.02
Other employees	Male	282	4,724	51.5	.434	22.35
	Female	208	2,455	50.0	.276	13.80
All employees	Male	340	21,885	51.5	.485	24.98
	Female	340	27,151	50.0	.335	16.75
All employees, male and female		340	49,036	50.7	.406	20.58

## Average Hours and Earnings, 1931, by Sex and State

TABLE 3 shows for males and females separately and also for both sexes combined by States, average full-time hours per week, earnings per hour, and full-time earnings per week, in 1931. Averages are shown for Alabama, Georgia, and South Carolina as a group, to avoid showing figures for one plant alone. The table makes easy the comparison of the averages of one State with another.



Average full-time hours per week for males ranged from 47.5 for the State with the lowest, to 56.8 for the one with the highest average, and for all States covered in the report averaged 51.5 per week. Averages for females ranged from 46.9 to 56.1 and for all States included in the report averaged 50.0 per week or 1.5 hours per week less than for males. Averages for both sexes combined, or the industry as a whole, ranged from 47.2 to 56.4 per week.

Average earnings per hour for males ranged by States from 21.8 to 59.7 cents and for all States averaged 48.5 cents. Averages for females ranged from 18.1 to 41.8 cents and for all States averaged 33.5 cents or 15 cents per hour less than for males. Averages for both sexes combined, or the industry, ranged from 19.6 to 50 cents per hour.

Average full-time earnings per week for males ranged by States from \$12.38 to \$28.36, and for all States averaged \$24.98. Averages for females ranged from \$10.15 to \$20.77, and for all States averaged \$16.75 or \$8.23 less than for males. Averages for both sexes, or the industry, ranged by States from \$11.05 to \$24.75.

TABLE 3.—AVERAGE HOURS AND EARNINGS, 1931, BY SEX AND STATE

Sex and State	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week
<i>Males</i>					
Connecticut.....	13	1,546	51.0	\$0.522	\$26.62
Maryland.....	3	132	56.0	.310	17.36
Massachusetts.....	12	734	50.2	.459	23.04
New Jersey.....	97	3,331	47.5	.597	28.36
New York.....	37	1,780	51.3	.502	25.75
North Carolina.....	10	1,378	55.3	.419	24.97
Pennsylvania.....	131	10,349	52.2	.474	24.74
Rhode Island.....	20	1,403	50.3	.553	27.82
South Carolina, Alabama, and Georgia.....	5	447	55.1	.294	16.20
Tennessee.....	6	311	56.8	.218	12.38
Virginia.....	6	474	53.8	.323	17.38
Total.....	340	21,885	51.5	.485	24.98
<i>Females</i>					
Connecticut.....	13	1,429	49.3	.385	18.98
Maryland.....	3	381	50.0	.230	11.50
Massachusetts.....	12	776	47.6	.278	13.23
New Jersey.....	97	3,764	46.9	.410	19.23
New York.....	37	3,047	48.7	.335	16.31
North Carolina.....	10	809	55.2	.314	17.33
Pennsylvania.....	131	14,250	50.5	.324	16.36
Rhode Island.....	20	1,170	49.7	.418	20.77
South Carolina, Alabama, and Georgia.....	5	428	55.6	.240	13.34
Tennessee.....	6	511	56.1	.181	10.15
Virginia.....	6	586	54.1	.265	14.34
Total.....	340	27,151	50.0	.335	16.75
<i>Males and females</i>					
Connecticut.....	13	2,975	50.2	.459	23.04
Maryland.....	3	513	51.5	.253	13.03
Massachusetts.....	12	1,510	48.9	.367	17.95
New Jersey.....	97	7,095	47.2	.500	23.60
New York.....	37	4,828	49.7	.400	19.88
North Carolina.....	10	2,187	55.2	.382	21.09
Pennsylvania.....	131	24,618	51.2	.392	20.07
Rhode Island.....	20	2,573	50.0	.495	24.75
South Carolina, Alabama, and Georgia.....	5	875	55.4	.268	14.85
Tennessee.....	6	822	56.4	.196	11.05
Virginia.....	6	1,060	54.0	.292	15.77
Total.....	340	49,036	50.7	.406	20.58

## Average Hours and Earnings for Nine Occupations, 1931, by Sex and State

THE averages in Table 4 are limited to the wage earners in nine of the most representative occupations in the industry. They illustrate the variations in average full-time hours per week, earnings per hour, and full-time earnings per week of the wage earners in each State in all of the occupations in Table 2.

Average full-time hours per week for hard silk winders, male, the first occupation in the table, ranged by States from 44 to 57, and for females ranged from 48 to 57.5. Average earnings per hour for males ranged from 19.7 to 40 cents and for females ranged from 16.8 to 37.5 cents. Average full-time earnings per week for males in this occupation ranged from \$10.95 to \$20 and for females ranged from \$9.27 to \$18.38.

TABLE 4.—AVERAGE HOURS AND EARNINGS FOR NINE OCCUPATIONS, 1931, BY SEX AND STATE

State	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week
	Winders, hard silk, male					Winders, hard silk, female				
Connecticut.....						5	142	49.0	\$0.375	\$18.38
Maryland.....						2	140	50.0	.227	11.35
Massachusetts.....	1	(1)	(1)	(1)	(1)	6	158	48.0	.222	10.66
New Jersey.....	1	15	44.0	\$0.300	\$13.20	25	449	48.2	.344	16.58
New York.....	2	9	50.0	.400	20.00	33	771	49.1	.337	16.55
North Carolina.....	2	8	55.6	.197	10.95	3	94	55.0	.273	15.02
Pennsylvania.....	6	9	53.3	.292	15.56	92	3,034	50.3	.284	14.29
Rhode Island.....						9	111	51.9	.276	14.32
South Carolina, Alabama, and Georgia.....						1	19	57.5	.237	13.63
Tennessee.....	1	18	57.0	.205	11.69	4	91	55.2	.168	9.27
Virginia.....	1	(1)	(1)	(1)	(1)	3	96	54.0	.238	12.85
Total.....	14	61	51.9	.267	13.86	183	5,105	50.1	.293	14.68
	Spinners, male					Spinners, female				
Connecticut.....	3	49	53.4	\$0.426	\$22.75	3	64	48.2	\$0.386	\$18.61
Maryland.....	3	56	58.0	.323	18.73	3	47	50.0	.246	12.30
Massachusetts.....	3	54	52.1	.282	14.69	3	99	48.0	.184	8.83
New Jersey.....	17	162	51.5	.433	22.30	20	208	47.9	.346	16.57
New York.....	11	202	54.9	.406	22.29	12	415	48.8	.333	16.25
North Carolina.....	4	24	57.1	.295	16.84	3	55	55.0	.271	14.91
Pennsylvania.....	59	1,117	54.2	.330	17.89	54	1,314	50.6	.278	14.07
Rhode Island.....	3	32	53.5	.381	20.38	1	4	48.0	.237	11.38
South Carolina, Alabama, and Georgia.....	1	6	57.5	.220	12.65	1	12	57.5	.210	12.08
Tennessee.....	3	33	56.9	.172	9.79	3	70	55.1	.192	10.58
Virginia.....	2	59	54.7	.275	15.04	1	58	55.0	.265	14.58
Total.....	109	1,794	54.2	.344	18.64	104	2,346	50.2	.289	14.51

<sup>1</sup> Less than 3 wage earners; data included in total.

TABLE 4.—AVERAGE HOURS AND EARNINGS FOR NINE OCCUPATIONS, 1931, BY SEX AND STATE—Continued

State	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week
	Winders, soft silk, male					Winders, soft silk, female				
Connecticut.....	1	(1)	(1)	(1)	(1)	9	125	49.0	\$0.364	\$17.84
Massachusetts.....						4	28	47.7	.327	15.60
New Jersey.....	1	5	49.5	\$0.389	\$19.28	61	445	46.4	.409	18.98
New York.....						3	35	47.2	.390	18.41
North Carolina.....						2	53	55.0	.308	16.94
Pennsylvania.....	2	9	64.7	.341	22.06	36	715	50.5	.304	15.35
Rhode Island.....	1	(1)	(1)	(1)	(1)	6	117	48.9	.351	17.16
South Carolina, Alabama, and Georgia.....						2	7	55.0	.235	12.93
Tennessee.....	1	4	55.0	.167	9.19	1	9	57.5	.196	11.27
Virginia.....						2	20	55.0	.174	9.57
Total.....	6	22	57.3	.319	18.28	126	1,554	49.2	.340	16.73
	Redrawers, male					Redrawers, female				
Connecticut.....	1	(1)	(1)	(1)	(1)	3	29	49.0	\$0.331	\$16.22
Maryland.....	1	(1)	(1)	(1)	(1)	3	61	50.0	.252	12.60
Massachusetts.....						4	33	47.2	.267	12.60
New Jersey.....						16	174	48.3	.269	12.99
New York.....	1	3	50.0	\$0.193	\$9.65	11	257	48.9	.270	13.20
North Carolina.....	1	(1)	(1)	(1)	(1)	1	(1)	(1)	(1)	(1)
Pennsylvania.....	8	54	52.6	.194	10.20	64	1,215	50.9	.229	11.66
Rhode Island.....						3	21	48.8	.233	11.37
South Carolina, Alabama, and Georgia.....	1	3	57.5	.213	12.23	2	14	57.1	.194	11.08
Tennessee.....						2	18	57.1	.187	10.68
Virginia.....						4	63	53.1	.281	14.92
Total.....	13	63	52.7	.197	10.38	113	1,887	50.4	.243	12.25
	Warpers, male					Warpers, female				
Connecticut.....	8	34	51.7	\$0.616	\$31.85	9	135	50.6	\$0.477	\$24.14
Massachusetts.....	10	26	49.4	.613	30.28	10	50	47.8	.497	23.76
New Jersey.....	53	218	47.9	.893	42.77	38	231	45.7	.545	24.91
New York.....	21	125	51.1	.701	35.82	15	58	48.6	.551	26.78
North Carolina.....	5	50	55.2	.416	22.96	5	128	55.0	.413	22.72
Pennsylvania.....	54	477	51.8	.588	30.46	62	1,113	50.7	.465	23.58
Rhode Island.....	9	23	50.9	.627	31.91	14	163	49.4	.665	32.85
South Carolina, Alabama, and Georgia.....	1	6	57.5	.253	14.55	3	27	56.7	.269	15.25
Tennessee.....	3	15	56.9	.361	20.54	4	28	56.6	.174	9.85
Virginia.....	2	19	55.0	.299	16.45	4	41	55.0	.334	18.37
Total.....	166	993	51.1	.648	33.11	164	1,974	50.4	.476	23.99
	Quillers, male					Quillers, female				
Connecticut.....	3	12	54.1	\$0.233	\$12.61	10	158	50.4	\$0.314	\$15.83
Maryland.....	1	(1)	(1)	(1)	(1)	1	(1)	(1)	(1)	(1)
Massachusetts.....	6	25	52.6	.247	12.99	11	96	46.3	.193	8.94
New Jersey.....	1	3	49.5	.285	14.11	76	316	46.3	.345	15.97
New York.....	2	7	53.8	.258	13.88	24	129	48.4	.291	14.08
North Carolina.....	3	31	55.5	.244	13.54	6	60	55.0	.238	13.09
Pennsylvania.....	36	136	53.8	.256	13.77	84	906	50.4	.240	12.10
Rhode Island.....	2	3	53.3	.327	17.45	15	94	50.1	.305	15.28
South Carolina, Alabama, and Georgia.....	3	63	55.0	.224	12.32	3	91	55.3	.222	12.28
Tennessee.....	2	9	57.1	.192	10.96	3	26	56.9	.154	8.76
Virginia.....	3	9	55.0	.422	23.21	5	57	54.8	.275	15.07
Total.....	62	299	54.2	.250	13.55	238	1,934	50.0	.265	13.25

<sup>1</sup> Less than 3 wage earners; data included in total.

TABLE 4.—AVERAGE HOURS AND EARNINGS FOR NINE OCCUPATIONS, 1931, BY SEX AND STATE—Continued

State	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Number of establishments	Number of wage earners	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week
	Weavers, broad silk, male					Weavers, broad silk, female				
Connecticut.....	10	779	52.2	\$0.517	\$26.99	10	486	49.0	\$0.422	\$20.68
Massachusetts.....	12	477	50.4	.456	22.98	7	203	48.0	.360	17.28
New Jersey.....	70	1,669	47.9	.544	26.06	62	1,078	47.5	.493	23.42
New York.....	25	796	51.0	.496	25.30	23	528	47.3	.428	20.24
North Carolina.....	8	710	55.0	.474	26.07	6	76	55.0	.396	21.78
Pennsylvania.....	70	3,964	51.7	.504	26.06	69	2,831	50.1	.411	20.59
Rhode Island.....	17	930	50.6	.534	27.02	13	351	49.4	.501	24.75
South Carolina, Alabama, and Georgia.....	4	169	54.6	.325	17.75	5	108	55.4	.278	15.40
Tennessee.....	4	101	56.5	.247	13.96	4	117	56.6	.221	12.51
Virginia.....	4	201	52.7	.294	15.49	4	126	53.8	.319	17.16
Total.....	224	9,796	51.2	.499	25.55	203	5,904	49.6	.422	20.93
	Pickers, cloth, male					Pickers, cloth, female				
Connecticut.....						9	74	49.7	\$0.302	\$15.01
Massachusetts.....	1	(1)	(1)	(1)	(1)	11	66	46.7	.229	10.69
New Jersey.....	3	6	44.0	\$0.600	\$26.40	47	193	46.2	.351	16.22
New York.....	3	3	50.5	.449	22.67	24	124	49.0	.279	13.67
North Carolina.....	1	(1)	(1)	(1)	(1)	4	13	55.0	.238	13.09
Pennsylvania.....	11	46	53.1	.221	11.74	62	442	51.1	.242	12.37
Rhode Island.....						14	85	49.3	.307	15.14
South Carolina, Alabama, and Georgia.....	1	4	50.0	.290	14.50	4	16	55.0	.208	11.44
Tennessee.....						4	20	56.8	.151	8.58
Virginia.....	1	3	55.0	.165	9.08	4	29	55.0	.165	9.08
Total.....	21	64	52.0	.260	13.52	183	1,062	49.8	.270	13.45
	Loom fixers, male									
Connecticut.....	10	138	49.6	\$0.769	\$38.14					
Massachusetts.....	12	58	49.2	.767	37.74					
New Jersey.....	73	210	47.1	.934	43.99					
New York.....	29	126	49.4	.790	39.03					
North Carolina.....	8	104	55.0	.564	31.02					
Pennsylvania.....	73	672	51.9	.753	39.08					
Rhode Island.....	16	104	50.3	.794	39.94					
South Carolina, Alabama, and Georgia.....	5	46	54.7	.409	22.37					
Tennessee.....	4	20	56.8	.399	22.66					
Virginia.....	4	40	53.4	.499	26.65					
Total.....	234	1,518	51.0	.746	38.05					

<sup>1</sup> Less than 3 wage earners; data included in total.

### Hours and Earnings in Five Departments of the Iron and Steel Industry, 1931

THIS article presents average hours and earnings in 1931 for the wage earners in all occupations combined in each of five departments in the iron and steel industry in the United States, in comparison with like averages for 1929 and for each of the preceding years, back to 1913, in which studies of the industry have been made by the Bureau of Labor Statistics, Department of Labor. The five departments covered are puddling mills, blooming mills, plate mills, bar

mills, and rail mills. Index numbers of these averages are shown for the wage earners of each department by years, the base year being 1914 for the puddling mill department and 1913 for each of the other departments. (Wage figures for puddling mills were not collected by the bureau prior to 1914.) This article also shows 1931 and 1929 averages for the wage earners in each of the principal occupations in each of the five departments of the industry.

Averages and index numbers of the averages for three departments (blast furnaces, Bessemer converters, and open-hearth furnaces) were published in the November, 1931, Monthly Labor Review. Similar figures for wage earners in two departments (sheet mills and tin-plate mills) will appear in a later issue of the Review. These will be followed by a bulletin of the bureau, showing for the 10 departments of the industry the hours and earnings in much more detail than can be shown here.

#### Hours and Earnings, 1929 and 1931, by Departments

WAGE earners in *puddling mills* earned an average of 59.2 cents per hour in 1931, as compared with 68.6 cents per hour in 1929, a decrease of 13.7 per cent. Their average full-time hours per week were 53.0 in 1931 and 50.3 in 1929, an increase of 2.7 hours per week, or 5.4 per cent. The increase was due in part to the loss in 1931 of five mills that were included in 1929. They were not in operation and substitutes could be obtained for only two of them, leaving a net loss of three mills between 1929 and 1931. Their average full-time earnings per week were \$31.38 in 1931 and \$34.51 in 1929, a decrease of 9.1 per cent. The percentage decrease in earnings per week was less than the decrease in earnings per hour because of the increase in average full-time hours per week between 1929 and 1931.

Wage earners in *blooming mills* earned an average of 66.4 cents per hour in 1931 as against 66.6 cents in 1929, a decrease of less than 1 per cent. Their average full-time hours per week were 52.6 in 1931 and 55.0 in 1929, and their average full-time earnings per week were \$34.93 in 1931 and \$36.63 in 1929.

Wage earners in *plate mills* earned an average of 62.7 cents per hour in 1931 and 63.9 cents in 1929, a decrease of 1.9 per cent. Their average full-time hours per week were 56.7 in 1931 and 58.0 in 1929, and their average full-time earnings per week were \$35.55 in 1931 and \$37.06 in 1929.

Wage earners in *bar mills* earned an average of 58.8 cents per hour in 1931 and 62.5 cents in 1929, a decrease of 5.9 per cent. Their average full-time hours per week were 55.0 in 1931 and 55.6 in 1929 and their average full-time earnings per week were \$32.34 in 1931 and \$34.75 in 1929.

Wage earners in *standard rail mills* earned an average of 61.3 cents per hour in 1931 and 62.8 cents in 1929, a decrease of 2.4 per cent. Their average full-time hours per week were 54.9 in 1931 and 56.0 in 1929, and their average full-time earnings per week were \$33.65 in 1931 and \$35.17 in 1929.



## Scope of Study

THE basic wage figures for this report, except for a very few mills, were taken for the half-monthly pay period ending March 31, 1931, and are for the following number of mills and wage earners:

	Number of wage earners
Puddling department (8 mills) -----	980
Blooming department (33 mills) -----	5, 285
Plate department (17 mills) -----	4, 090
Bar department (43 mills) -----	7, 104
Rail department (8 mills) -----	2, 897

These mills and wage earners are sufficient in number to represent fairly the conditions in each of the five departments of the industry for the country as a whole, and also for each locality.

Data were collected in 1931 from the same mills as in 1929, if still in operation and representative. A few were not operating or had ceased to be representative. Substitutions were made when available to continue the representative character of the figures. It was not possible to obtain a substitute in each locality for each puddling mill that had been included in the 1929 report, because such mills were not in operation in all of the localities during the period of the 1931 study of the industry. Consequently the 1931 wage figures are for 8 puddling mills, as compared with 11 for 1929. The loss of the three mills, as already stated, is responsible in part for the increase shown in the average full-time hours per week between these two years.

## Trend of Hours and Earnings since 1913

TABLE 1 shows, for each of the five departments covered in this article, the trend of hours and earnings since 1913.

TABLE 1.—AVERAGE HOURS AND EARNINGS, AND INDEX NUMBERS THEREOF, FOR SPECIFIED YEARS, 1913 TO 1931, FOR ALL EMPLOYEES COMBINED, IN PUDDLING, BLOOMING, PLATE, BAR, AND RAIL MILL DEPARTMENTS

Department and year	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Index numbers (1913=100) <sup>1</sup>		
				Full-time hours per week	Earnings per hour	Full-time earnings per week
<b>Puddling mills:</b>						
1914 -----	53.2	\$0.328	\$17.45	100	100	100
1915 -----	52.2	.315	16.44	98	96	94
1920 -----	53.9	.885	47.70	101	270	273
1922 -----	52.1	.496	25.84	98	151	148
1924 -----	55.7	.721	40.16	105	220	230
1926 -----	52.1	.657	34.23	98	200	196
1929 -----	50.3	.686	34.51	95	209	198
1931 -----	53.0	.692	31.38	100	180	180
<b>Blooming mills:</b>						
1913 -----	73.0	.265	19.35	100	100	100
1914 -----	70.5	.269	18.96	97	102	98
1915 -----	71.0	.268	19.03	97	101	98
1920 -----	67.5	.659	44.48	92	249	230
1922 -----	68.0	.472	32.10	93	178	166
1924 -----	54.6	.613	33.47	75	231	173
1926 -----	54.2	.627	33.98	74	237	176
1929 -----	55.0	.666	36.63	75	251	189
1931 -----	52.6	.664	34.93	72	251	181

<sup>1</sup> Except for puddling mills, for which 1914=100.

TABLE 1.—AVERAGE HOURS AND EARNINGS, AND INDEX NUMBERS THEREOF, FOR SPECIFIED YEARS, 1913 TO 1931, FOR ALL EMPLOYEES COMBINED, IN PUDDLING, BLOOMING, PLATE, BAR, AND RAIL MILL DEPARTMENTS—Continued

Department and year	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Index numbers (1913=100)		
				Full-time hours per week	Earnings per hour	Full-time earnings per week
<b>Plate mills:</b>						
1913	69.9	\$0.255	\$17.82	100	100	100
1914	69.0	.258	17.80	99	101	100
1915	69.8	.270	18.58	98	106	104
1920	68.8	.671	46.16	98	263	259
1922	66.2	.476	31.51	95	187	177
1924	57.2	.562	32.15	82	220	180
1926	55.8	.606	33.81	80	238	190
1929	58.0	.639	37.06	83	251	208
1931	56.7	.627	35.55	81	246	199
<b>Bar mills:</b>						
1913	61.5	.288	17.71	100	100	100
1914	61.7	.278	17.15	100	97	97
1915	61.4	.266	16.33	100	92	92
1920	61.8	.713	44.06	100	248	249
1922	61.2	.486	29.74	100	169	168
1924	55.6	.585	32.53	90	203	184
1926	54.7	.591	32.33	89	205	183
1929	55.6	.625	34.75	90	217	196
1931	55.0	.588	32.34	89	204	183
<b>Standard rail mills:</b>						
1913	70.9	.254	18.01	100	100	100
1914	70.1	.252	17.67	99	99	98
1915	70.9	.246	17.44	100	97	97
1920	61.2	.632	38.68	86	249	215
1922	61.5	.470	28.91	87	185	161
1924	57.4	.573	32.89	81	226	183
1926	55.5	.595	33.02	78	234	183
1929	56.0	.628	35.17	79	247	195
1931	54.9	.613	33.65	77	241	187

### Hours and Earnings, 1929 and 1931, by Department and Occupation

TABLE 2 shows average hours and earnings and the per cent of wage earners at each classified group of full-time hours per week in 1929 and 1931, in each of the specified occupations in each department. Similar figures for each of the occupations in the table for the specified years from 1907 to 1929 in bar mills, from 1910 to 1929 in blooming mills and plate mills, from 1914 to 1929 in puddling mills, and from 1926 to 1929 in rail mills appear in Bulletin No. 513. Figures for level-handed bushelers and heaters and for squeezer men in puddling mills were collected in 1931 only.

*Puddling mills.*—Average full-time hours per week were more in 9 and less in 6 of the specified occupations in this department in 1931 than in 1929, in 2 there was no change, and in 3 occupations averages are shown for 1931 only. Hours ranged in 1929, by occupation, from an average of 46.3 for level-handed puddlers, to 62.1 for roll engineers, and in 1931 from 49.2 to 65.6 respectively for the same occupations. The increase in hours from 62.1 in 1929 to 65.6 in 1931 for roll engineers was more than for the wage earners in any other occupation in the department.

Average earnings per hour were more in 6 and less in 11 occupations in 1931 than in 1929; they ranged in 1929 by occupation from 38.9

cents for laborers to \$1.374 for heaters, and in 1931 from 30.0 cents for "other roll hands" to \$1.084 for level-handed bushelers. Other roll hands had average earnings per hour of 47.9 cents in 1929. Average earnings for shearmen's helpers increased from 46.4 cents per hour in 1929 to 51.1 cents in 1931—a greater increase than was shown for any other occupation. Heaters earned an average of \$1.374 in 1929 and 90.7 cents in 1931; their loss was more than that of the wage earners in any other occupation in puddling mills.

Average full-time earnings per week were more in 6 and less in 11 occupations in 1931 than in 1929. Averages in the various occupations ranged in 1929 from \$21.20 for laborers to \$69.80 for heaters, and in 1931 from \$16.80 for other roll hands to \$56.91 for level-handed bushelers. Other roll hands averaged \$26.49 in 1929.

*Blooming mills.*—Average full-time hours per week were less in each of the 12 specified occupations in this department in 1931 than in 1929, and ranged in 1929 from 53.4 for rollers to 57.0 for laborers, and in 1931 from 51.3 for bottom makers to 55.6 for laborers.

Average earnings per hour were more in 2 and less in 10 occupations in 1931 than in 1929 and ranged in 1929 from 46.3 cents for laborers to \$1.542 for rollers, and in 1931 from 46.0 cents for laborers to \$1.438 for rollers. Table men earned an average of 65.6 cents in 1929 and 74.5 cents in 1931, and manipulators earned an average of \$1.010 in 1929 and \$1.028 in 1931. Of the 10 occupations in which earnings were less in 1931 than in 1929, the loss by heaters (from \$1.358 to \$1.234) was more than for any other occupation in blooming mills.

Average full-time earnings per week were more in 1 and less in 11 occupations in 1931 than in 1929. The average for table men was \$38.29 in 1931 and \$36.08 in 1929. Heaters, the occupation showing the largest decrease, averaged \$74.55 in 1929 and \$64.79 in 1931.

*Plate mills.*—Average full-time hours per week were more in 6 and less in 10 of the specified occupations in this department in 1931 than in 1929, and ranged by occupations in 1929 from 55.4 for screw men, main rolls, universal mills, to 63.0 for screw men, sheared plate mills, and in 1931 from 55.5 for laborers to 63.2 for screw men, side rolls, universal mills.

Average earnings per hour were more in 2 and less in 14 of the specified occupations in 1931 than in 1929 and ranged by occupation in 1929 from 40.9 cents for laborers to \$1.595 for rollers, sheared plate mills, and in 1931 from 43.3 cents for laborers to \$1.554 per hour for rollers, sheared plate mills.

Average full-time earnings per week were less in 1931 than in 1929 in each of the 16 specified occupations, even though average earnings per hour in two occupations were more in 1931 than in 1929. Earnings per week were less for the two occupations because their average full-time hours per week were less in 1931 than in 1929. Averages for rollers, sheared plate mills, were \$97.30 in 1929 and \$89.20 in 1931. This loss or difference was more than for any other occupation.

*Bar mills.*—Average full-time hours per week were more in 10 and less in 7 of the 18 specified occupations in this department in 1931 than in 1929. Roll hands, other, averaged 55.1 in 1929 and in 1931. Averages by occupations ranged in 1929 from 53.3 for bundlers to 60.1 for roll engineers, and in 1931 from 53.5 for shearmen to 59.3 for roll engineers.

Average earnings per hour were more for chargers and helpers in 1931 than in 1929 and less for each of the other specified occupations. Averages in 1929 ranged by occupations from 39.9 cents for laborers to \$1.822 for rollers, and in 1931 from 39.4 cents to \$1.542 per hour, respectively, for the same occupations.

Average full-time earnings per week were less in each of the specified occupations in 1931 than in 1929, and ranged by occupations from \$22.34 for laborers to \$100.21 for rollers in 1929, and from \$21.35 for laborers to \$85.43 for rollers in 1931.

*Rail mills.*—Average full-time hours per week were more in 8 and less in 13 of the 21 specified occupations in this department in 1931 than in 1929, and ranged in 1929 from 49.8 for roll engineers to 60.1 for table men, and in 1931 from 51.1 for roll engineers to 58.0 for laborers.

Average earnings per hour were more in 4 and less in 16 occupations in 1931 than in 1929. Averages for straighteners' helpers were 62.5 cents per hour in 1929 and 1931. Averages by occupations ranged from 40.0 cents for laborers to \$1.676 per hour for rollers in 1929, and in 1931 from 40.6 cents to \$1.596 per hour, respectively, for the same occupations.

Average full-time earnings per week were more in 3 and less in 18 of the specified occupations in 1931 than in 1929 and ranged by occupations in 1929 from \$23.92 for laborers to \$89.67 for rollers, and in 1931 from \$23.55 for laborers to \$85.71 for rollers.

TABLE 2.—AVERAGE HOURS AND EARNINGS AND PER CENT OF EMPLOYEES WORKING EACH CLASSIFIED NUMBER OF FULL-TIME HOURS PER WEEK IN SPECIFIED OCCUPATIONS IN PUDDLING, BLOOMING, PLATE, BAR, AND RAIL MILLS

*Puddling mills*

Occupation	Year	Number of plants	Number of employees	Average full-time hours per week	Average earnings per hour	Average full-time weekly earnings	Per cent of employees whose average full-time hours per week were—						
							48 and under	Over 48 and under 60	60	Over 60 and under 72	72	Over 72 and under 84	84
Stockers.....	1929	11	86	51.1	\$0.524	\$26.78	19	63	15	.....	3	.....	.....
	1931	8	47	51.4	.547	28.12	32	45	23	.....	.....	.....	.....
Puddlers.....	1929	7	169	52.1	.784	40.85	7	93	.....	.....	.....	.....	.....
	1931	6	124	54.3	.793	43.06	1	99	.....	.....	.....	.....	.....
Puddlers, level handed.....	1929	9	702	46.3	.880	40.74	55	45	.....	.....	.....	.....	.....
	1931	7	218	49.2	.691	34.00	51	49	.....	.....	.....	.....	.....
Puddler's helpers.....	1929	8	191	51.7	.519	26.83	12	88	.....	.....	.....	.....	.....
	1931	6	137	54.3	.540	29.32	1	99	.....	.....	.....	.....	.....
Busheles, level handed.....	1931	1	6	52.5	1.084	56.91	.....	100	.....	.....	.....	.....	.....
	1929	3	5	50.8	1.374	69.80	.....	100	.....	.....	.....	.....	.....
Heaters.....	1931	4	10	53.1	.907	48.16	.....	100	.....	.....	.....	.....	.....
	1931	1	4	58.0	.654	37.93	.....	100	.....	.....	.....	.....	.....
Heaters, level handed.....	1929	2	4	52.9	.611	32.32	.....	100	.....	.....	.....	.....	.....
	1931	2	5	52.9	.618	32.69	.....	100	.....	.....	.....	.....	.....
Squeezer men.....	1931	1	3	53.0	.619	32.81	.....	100	.....	.....	.....	.....	.....
	1929	10	21	51.3	.479	24.57	33	62	5	.....	.....	.....	.....
Bloom boys.....	1931	6	10	50.7	.439	22.26	40	60	.....	.....	.....	.....	.....
	1929	9	16	62.1	.540	33.53	31	6	25	13	.....	13	13
Roll engineers.....	1931	8	11	65.6	.469	30.77	.....	27	18	9	.....	9	36
	1929	9	19	51.7	1.235	63.85	25	70	5	.....	.....	.....	.....
Rollers.....	1931	7	11	50.5	.956	48.28	36	64	.....	.....	.....	.....	.....
	1929	8	23	48.1	.753	36.22	48	43	9	.....	.....	.....	.....
Roughers.....	1931	6	16	51.1	.615	31.43	25	75	.....	.....	.....	.....	.....
	1929	11	30	50.4	.806	40.62	33	63	3	.....	.....	.....	.....
Catchers.....	1931	7	14	51.4	.604	31.05	29	71	.....	.....	.....	.....	.....

TABLE 2.—AVERAGE HOURS AND EARNINGS AND PER CENT OF EMPLOYEES WORKING EACH CLASSIFIED NUMBER OF FULL-TIME HOURS PER WEEK IN SPECIFIED OCCUPATIONS IN PUDDLING, BLOOMING, PLATE, BAR, AND RAIL MILLS—Contd.

*Puddling mills—Continued*

Occupation	Year	Number of plants	Number of employees	Average full-time hours per week	Average earnings per hour	Average full-time weekly earnings	Per cent of employees whose average full-time hours per week were—							
							48 and under 60	Over 48 and under 60	60	Over 60 and under 72	72	Over 72 and under 84	84	
Hook-ups.....	1929	10	28	52.3	\$0.541	\$28.29	14	79	7					
	1931	8	19	51.0	.484	24.68	32	68						
Roll hands, other.....	1929	3	5	55.3	.479	26.49	40	40	20					
	1931	1	1	56.0	.300	16.80		100						
Hotbed men.....	1929	9	45	50.9	.572	29.11	24	73	2					
	1931	6	27	50.9	.459	23.36	15	85	19					
Shearmen.....	1929	10	16	54.1	.573	31.00	13	69						
	1931	8	12	52.9	.603	31.90	25	75						
Laborers.....	1929	9	78	54.5	.389	21.20		72	26		3			
	1931	8	36	54.3	.386	20.96		94	6					
Shearmen's helpers.....	1929	10	28	54.0	.464	25.06	7	75	14		4			
	1931	8	19	51.0	.511	26.06	37	58			5			

*Blooming mills*

Pit cranemen.....	1929	30	217	55.4	\$0.919	\$50.91	13	70		13	1			2
	1931	32	211	52.2	.845	44.11	29	64	4	1	1		1	
Heaters.....	1929	30	151	54.9	1.358	74.55	13	75		8	1			2
	1931	33	165	52.5	1.234	64.79	21	75		1	2		1	
Heaters' helpers.....	1929	18	79	56.4	.853	48.11	9	75		9				8
	1931	19	61	54.7	.783	42.83	25	61	2	2	7			5
Bottom makers.....	1929	29	136	54.0	.860	46.44	18	65	1	10	1			3
	1931	31	131	51.3	.855	43.86	31	65	4		1			
Bottom makers' helpers.....	1929	25	164	53.7	.663	35.60	28	52	15	1	4			
	1931	25	153	52.8	.625	33.00	23	69	5		3			
Roll engineers.....	1929	22	65	56.6	1.006	56.94	12	65		17			3	3
	1931	20	51	53.7	.952	51.12	27	51	16	6				
Rollers.....	1929	30	87	53.4	1.542	82.34	34	49	9	2	2			2
	1931	33	86	52.4	1.438	75.35	43	37	17	1	1			
Manipulators.....	1929	29	91	54.3	1.010	54.84	33	45	14	2				5
	1931	32	84	52.5	1.028	53.97	43	33	21	1	1			
Table men.....	1929	15	48	55.0	.656	36.08	25	56			6			13
	1931	12	33	51.4	.745	38.29	48	36	9	6				
Shearmen.....	1929	29	91	53.5	.864	46.22	35	51	7	4	1			2
	1931	29	91	51.6	.820	42.31	53	31	14	1	1			
Shearmen's helpers.....	1929	25	134	54.9	.622	34.15	28	47	14	4	2			4
	1931	24	103	52.1	.594	30.95	55	20	20	3	1			
Laborers.....	1929	28	423	57.0	.463	26.39	32	33	20	12				2
	1931	30	340	55.6	.460	25.58	29	17	51	1	2			

*Plate mills*

Charging-crane and charging-machine operators.....	1929	17	91	59.6	\$0.756	\$45.06	20	26	5	21	4			23
	1931	17	96	56.9	.722	41.08	29	28	17	13				14
Heaters.....	1929	17	72	57.9	1.220	70.64	17	47		15	3			18
	1931	17	75	55.8	1.140	63.61	23	51	5	5				16
Heaters' helpers.....	1929	14	92	62.4	.671	41.87		38	10	24	23	5		
	1931	14	81	61.8	.629	38.87	7	35	20	9	16	14		
Roll engineers.....	1929	11	31	62.2	.675	41.99	32	10		32	13			13
	1931	11	28	62.5	.664	41.50	18	11	32	18				14
Rollers, sheared-plate mills..	1929	12	29	61.0	1.595	97.30	21	21	7	31				21
	1931	13	34	57.4	1.554	89.20	15	44	6	24				12
Screw men, sheared-plate mills.....	1929	11	39	63.0	1.023	64.45	15	28		26				31
	1931	12	40	57.8	1.025	59.25	18	43		25	5			10
Table operators, sheared-plate mills.....	1929	12	38	60.0	.873	52.38	16	34	5	26	8			11
	1931	13	48	57.4	.788	45.23	21	40	4	23	4			8



TABLE 2.—AVERAGE HOURS AND EARNINGS AND PER CENT OF EMPLOYEES WORKING EACH CLASSIFIED NUMBER OF FULL-TIME HOURS PER WEEK IN SPECIFIED OCCUPATIONS IN PUDDLING, BLOOMING, PLATE, BAR, AND RAIL MILLS—Contd.

## Plate mills—Continued

Occupation	Year	Number of plants	Number of employees	Average full-time hours per week	Average earnings per hour	Average full-time weekly earnings	Per cent of employees whose average full-time hours per week were—						
							48 and under	Over 48 and under 60	60	Over 60 and under 72	72	Over 72 and under 84	84
Hook men, sheared-plate mills	1929	12	76	60.2	\$0.776	\$46.72	16	37	11	16	---	21	---
	1931	13	95	56.4	.755	42.58	22	46	8	12	---	12	---
Roll hands, other, sheared-plate mills	1929	11	44	60.7	.821	49.83	20	20	11	39	---	9	---
	1931	11	50	60.5	.737	44.59	4	36	20	34	---	6	---
Rollers, universal mills	1929	6	15	56.7	1.323	75.01	20	40	13	13	---	13	---
	1931	5	12	58.8	1.174	69.03	---	50	17	17	---	17	---
Screw men, main rolls, universal mills	1929	6	17	55.4	.917	50.80	35	35	6	12	---	12	---
	1931	5	14	58.8	.834	49.04	---	43	29	14	---	14	---
Screw men, side rolls, universal mills	1929	5	15	61.2	.704	43.08	20	20	20	27	---	13	---
	1931	4	14	63.2	.639	40.38	---	43	14	21	---	21	---
Roll hands, other, universal mills	1929	4	12	58.9	.583	34.34	42	25	---	17	---	17	---
	1931	4	8	60.2	.531	31.97	---	38	25	13	---	25	---
Shearmen	1929	17	123	58.0	.863	50.05	20	28	24	15	---	---	---
	1931	17	140	57.2	.822	47.02	31	25	21	13	11	---	---
Shearmen's helpers	1929	17	568	57.3	.630	36.10	21	26	29	16	7	---	---
	1931	17	524	58.3	.577	33.64	19	32	24	14	10	(1)	---
Laborers	1929	15	225	59.3	.409	24.25	7	21	46	24	(1)	---	1
	1931	16	357	55.5	.433	24.03	41	12	37	10	1	---	---

## Bar mills

Stockers	1929	30	304	53.5	\$0.530	\$28.36	31	44	21	5	---	---	---
	1931	38	244	54.2	.455	24.66	33	39	24	---	---	---	---
Heaters	1929	37	174	56.1	1.064	59.69	31	20	13	34	2	---	(1)
	1931	43	175	57.4	.902	51.77	17	24	32	27	---	---	---
Heaters' helpers	1929	33	198	55.8	.675	37.67	30	29	19	14	8	---	---
	1931	38	202	56.5	.621	35.09	17	31	36	17	---	---	---
Chargers and helpers	1929	32	242	56.1	.554	31.08	24	44	16	12	5	---	---
	1931	33	181	54.5	.567	30.90	31	37	29	2	---	---	---
Drag downs	1929	24	132	55.9	.554	30.97	36	14	27	19	5	---	---
	1931	21	86	56.5	.548	30.96	19	28	47	7	---	---	---
Roll engineers	1929	20	68	60.1	.563	33.84	13	37	6	31	9	3	1
	1931	18	50	59.3	.534	31.67	14	34	26	16	10	---	---
Rollers	1929	39	127	55.0	1.822	100.21	26	42	19	12	2	---	---
	1931	43	122	55.4	1.542	85.43	25	38	31	6	---	---	---
Roughers	1929	31	195	55.8	.887	49.49	21	41	25	11	3	---	---
	1931	32	175	56.7	.791	44.85	16	31	47	5	---	---	---
Catchers	1929	31	155	55.8	.874	48.77	25	35	24	12	4	---	---
	1931	30	128	56.1	.781	43.81	17	37	40	6	---	---	---
Stranders	1929	30	307	54.3	.820	44.53	28	38	15	18	2	---	---
	1931	32	230	55.8	.701	39.12	19	38	31	12	---	---	---
Finishers	1929	34	147	53.9	.952	51.31	30	44	18	7	2	---	---
	1931	38	143	54.4	.864	47.00	32	29	33	6	---	---	---
Hook-ups	1929	27	172	55.3	.650	35.95	31	22	31	13	2	---	---
	1931	27	161	55.2	.645	35.60	27	27	42	4	---	---	---
Roll hands, other	1929	28	320	55.1	.797	43.91	18	54	17	11	(1)	---	---
	1931	31	284	55.1	.712	39.23	25	39	36	7	---	---	---
Hotbed men	1929	36	545	54.5	.601	32.75	22	53	17	1	7	1	---
	1931	42	472	54.1	.578	31.27	27	39	30	4	---	---	---
Shearmen	1929	35	163	54.4	.735	39.98	27	42	21	9	1	---	---
	1931	40	193	53.5	.594	31.78	38	34	25	4	---	---	---
Shearmen's helpers	1929	34	534	54.7	.542	29.65	24	40	26	8	2	---	---
	1931	35	438	54.3	.529	28.72	29	32	34	5	---	---	---
Bundlers	1929	19	131	53.3	.543	28.94	40	47	7	6	---	---	---
	1931	22	147	54.3	.513	27.86	30	45	19	6	---	---	---
Laborers	1929	38	607	56.0	.399	22.34	11	58	22	8	(1)	---	---
	1931	39	637	54.2	.394	21.35	35	41	22	1	(1)	---	---

<sup>1</sup> Less than 1 per cent.

TABLE 2.—AVERAGE HOURS AND EARNINGS AND PER CENT OF EMPLOYEES WORKING EACH CLASSIFIED NUMBER OF FULL-TIME HOURS PER WEEK IN SPECIFIED OCCUPATIONS IN PUDDLING, BLOOMING, PLATE, BAR, AND RAIL MILLS—Contd.

Rail mills

Occupation	Year	Number of plants	Number of employees	Average full-time hours per week	Average earnings per hour	Average full-time earnings per week	Per cent of employees whose average full-time hours per week were—		
							48 and under	Over 48 under 60	Over 60 under 72
Charging-machine operators.....	1929	3	13	54.5	\$0.718	\$39.13	46	23	31
	1931	4	20	54.6	.637	34.78	60	15	25
Reheaters.....	1929	13	51.3	1.073	55.04	31	69	---	
	1931	4	18	50.5	1.117	56.41	50	50	---
Reheaters' helpers.....	1929	15	54.9	.651	35.74	27	47	13	
	1931	5	23	52.9	.633	33.49	48	35	17
Roll engineers.....	1929	2	9	49.8	.705	35.11	67	33	---
	1931	4	18	51.1	.922	47.11	67	17	17
Rollers.....	1929	6	15	53.5	1.676	89.67	33	40	13
	1931	7	15	53.7	1.596	85.71	40	27	20
Assistant rollers.....	1929	6	16	54.6	.993	54.22	19	56	13
	1931	6	15	55.6	.954	53.04	20	40	27
Table lever men.....	1929	7	70	52.7	.770	40.58	41	43	10
	1931	8	81	52.2	.816	42.60	53	27	15
Table men.....	1929	2	14	60.1	.670	40.27	29	---	71
	1931	2	16	57.8	.577	33.35	38	---	63
Guide setters.....	1929	7	34	55.0	.835	45.93	15	56	12
	1931	8	38	55.5	.816	45.29	24	32	29
Hot-saw men.....	1929	7	21	53.3	.681	36.30	24	57	10
	1931	8	24	54.0	.653	35.26	38	29	25
Hot-saw helpers.....	1929	6	34	56.0	.519	29.06	15	59	26
	1931	7	32	53.1	.496	26.34	22	47	13
Hotbed lever men.....	1929	7	58	53.3	.601	32.03	28	59	3
	1931	7	52	54.0	.565	30.51	21	46	19
Hotbed men.....	1929	6	87	53.9	.571	30.78	14	82	5
	1931	7	136	52.1	.525	27.35	18	69	10
Straighteners, gag press.....	1929	7	146	54.1	1.229	66.49	31	49	8
	1931	8	134	52.7	1.131	59.60	24	56	20
Straighteners' helpers.....	1929	7	183	54.1	.625	33.81	37	38	5
	1931	7	138	53.5	.625	33.44	20	51	29
Chippers.....	1929	6	121	56.2	.741	41.64	26	40	8
	1931	7	119	54.3	.655	35.57	25	35	39
Drillers and punchers.....	1929	7	231	55.7	.717	39.94	29	29	12
	1931	8	210	55.1	.649	35.76	12	43	45
Cold-saw men.....	1929	7	21	54.1	.532	28.78	57	19	24
	1931	7	14	57.1	.489	27.92	21	36	43
Cold-saw helpers.....	1929	6	70	54.6	.481	26.26	44	46	10
	1931	6	50	53.4	.472	25.20	42	4	54
Inspectors.....	1929	7	102	56.0	.617	34.55	23	40	18
	1931	8	88	55.7	.587	32.70	15	36	43
Laborers.....	1929	6	245	59.8	.400	23.92	20	44	36
	1931	8	225	58.0	.406	23.55	20	20	60

Wage-Rate Changes in Manufacturing Industries in October, 1931

OF THE 16,250 manufacturing establishments from which data concerning wage changes were requested, 15,664 establishments, or 96.4 per cent of the total, reported no wage-rate changes during the month ending October 15, 1931. The 15,664 establishments employed 2,638,709 workers in October, 1931, or 94.4 per cent of the 2,794,588 employees in all establishments from which wage-rate changes were requested.

Two establishments reported wage-rate increases during this period, averaging 9.4 per cent and affecting 165 employees; 584 estab-

lishments, or 3.6 per cent of the total number of establishments surveyed, reported wage-rate decreases. These decreases, averaging 10.9 per cent, affected 155,714 employees, or 5.6 per cent of all employees in the establishments reporting.

WAGE CHANGES REPORTED IN **MANUFACTURING** INDUSTRIES BETWEEN SEPTEMBER 15 AND OCTOBER 15, 1931

Industry	Estab- lish- ments report- ing	Total number of em- ployees	Number of establish- ments reporting—			Number of employees having—		
			No wage changes	Wage in- creases	Wage de- creases	No wage changes	Wage in- creases	Wage de- creases
All manufacturing indus- tries	16,250	2,794,588	15,664	2	584	2,638,709	165	155,714
<i>Per cent of total</i>	<i>100.0</i>	<i>100.0</i>	<i>96.4</i>	<i>(1)</i>	<i>3.6</i>	<i>94.4</i>	<i>(1)</i>	<i>5.6</i>
Slaughtering and meat packing	209	82,053	198	—	11	76,284	—	5,769
Confectionery	310	37,738	306	—	4	37,376	—	362
Ice cream	357	11,777	355	—	2	11,756	—	21
Flour	413	15,770	404	—	9	15,456	—	314
Baking	829	64,115	819	—	10	63,567	—	548
Sugar refining, cane	13	6,477	12	—	1	5,979	—	498
Cotton goods	521	185,882	472	—	49	166,182	—	19,700
Hosiery and knit goods	339	86,407	321	—	18	81,555	—	4,852
Silk goods	251	50,705	246	—	5	49,379	—	1,326
Woolen and worsted goods	184	47,474	175	—	9	43,544	—	3,930
Carpets and rugs	30	16,759	30	—	—	16,759	—	—
Dyeing and finishing textiles	126	33,855	121	—	5	32,107	—	1,748
Clothing, men's	337	59,462	332	—	5	59,042	—	420
Shirts and collars	108	17,768	106	—	2	16,920	—	848
Clothing, women's	363	25,323	363	—	—	25,323	—	—
Millinery and lace goods	126	12,865	125	—	1	12,840	—	25
Iron and steel	194	194,654	130	—	64	132,148	—	62,506
Cast-iron pipe	38	8,114	38	—	—	8,114	—	—
Structural-iron work	169	21,236	150	—	19	17,454	—	3,782
Foundry and machine-shop products	1,073	154,875	1,021	—	52	150,141	—	4,734
Hardware	101	25,030	95	—	6	24,135	—	895
Machine tools	147	17,315	139	—	8	17,078	—	237
Steam fittings and steam and hot-water heating apparatus	103	23,559	101	—	2	23,144	—	415
Stoves	124	16,554	121	—	3	16,258	—	296
Lumber, sawmills	662	83,653	627	—	35	76,535	—	7,118
Lumber, millwork	336	19,284	320	—	16	18,594	—	690
Furniture	426	48,306	415	—	11	47,583	—	723
Leather	144	24,461	130	—	14	22,907	—	1,554
Boots and shoes	286	97,574	280	—	6	96,403	—	1,171
Paper and pulp	344	65,460	338	—	6	60,775	—	4,685
Paper boxes	302	24,036	295	—	7	23,828	—	208
Printing, book and job	621	52,161	607	—	14	51,398	—	763
Printing, newspapers and pe- riodicals	430	72,619	428	—	2	72,594	—	25
Chemicals	162	32,762	160	—	2	32,510	—	252
Fertilizers	208	7,238	193	—	15	6,489	—	749
Petroleum refining	102	46,632	99	—	3	46,172	—	460
Cement	114	17,431	105	—	9	12,667	—	4,764
Brick, tile, and terra cotta	706	24,698	682	—	24	23,448	—	1,250
Pottery	111	16,481	109	—	2	16,278	—	203
Glass	186	40,807	177	—	9	40,393	—	414
Stamped and enameled ware	80	13,222	77	—	3	12,356	—	866
Brass, bronze, and copper prod- ucts	160	27,318	154	—	6	27,031	—	287
Chewing and smoking tobacco and snuff	27	8,586	27	—	—	8,586	—	—
Cigars and cigarettes	187	51,318	185	—	2	50,668	—	650
Automobiles	210	193,381	204	—	6	189,723	—	3,658

<sup>1</sup> Less than one-tenth of 1 per cent.

WAGE CHANGES REPORTED IN MANUFACTURING INDUSTRIES BETWEEN SEPTEMBER 15 AND OCTOBER 15, 1931—Continued

Industry	Establishments reporting	Total number of employees	Number of establishments reporting—			Number of employees having—		
			No wage changes	Wage increases	Wage decreases	No wage changes	Wage increases	Wage decreases
Carriages and wagons.....	47	649	47			649		
Car building and repairing, electric-railroad.....	434	24,040	434			24,040		
Car building and repairing, steam-railroad.....	509	80,564	507		2	80,476		88
Agricultural implements.....	74	6,855	69		5	6,526		329
Electrical machinery, apparatus and supplies.....	210	131,241	202		8	129,804		1,437
Pianos and organs.....	57	3,955	56		1	3,922		33
Rubber boots and shoes.....	9	11,755	8		1	11,531		234
Automobile tires and inner tubes.....	37	43,716	36		1	43,706		10
Shipbuilding.....	83	32,013	83			32,013		
Aircraft.....	42	6,964	42			6,964		
Aluminum manufactures.....	16	2,620	14		2	920		1,700
Beet sugar.....	56	14,716	56			14,716		
Beverages.....	284	10,236	281		3	10,163		73
Bolts, nuts, washers, and rivets.....	66	8,455	58	1	7	6,939	144	1,372
Butter.....	236	5,922	233		3	5,854		68
Cash registers, adding machines, and calculating machines.....	47	15,816	44		3	15,460		356
Clocks, time-recording devices, and clock movements.....	25	7,516	24		1	7,216		300
Corsets and allied garments.....	26	4,691	26			4,691		
Cottonseed oil, cake, and meal.....	24	1,375	24			1,375		
Cotton small wares.....	94	7,644	90		4	7,523		121
Cutlery (not including silver and plated cutlery) and edge tools.....	113	8,006	109		4	7,852		154
Forgings, iron and steel.....	37	4,046	34		3	3,870		176
Fur-felt hats.....	25	4,726	25			4,726		
Gas and electric fixtures, lamps, lanterns, and reflectors.....	49	5,562	43		6	4,880		682
Jewelry.....	150	13,048	149		1	13,037		11
Marble, granite, slate, and other stone products.....	202	6,811	196		6	6,770		41
Men's furnishing goods.....	69	5,097	66		3	4,907		190
Paint and varnish.....	339	16,054	326		13	15,510		544
Plated ware.....	54	11,736	53		1	11,327		409
Plumber's supplies.....	66	5,211	65		1	5,193		18
Radio.....	40	26,071	40			26,071		
Rayon.....	20	25,084	20			25,084		
Rubber goods other than boots, shoes, tires, and inner tubes.....	103	18,884	100		3	18,489		395
Smelting and refining copper, lead, and zinc.....	15	2,198	13		2	1,731		467
Soap.....	56	8,707	50	1	5	7,050	21	1,636
Tools (not including edge tools, machine tools, files, or saws).....	123	7,838	114		9	7,054		784
Tin cans and other tinware.....	52	7,311	51		1	7,280		31
Turpentine and rosin.....	23	1,190	21		2	1,132		58
Typewriters and supplies.....	16	8,818	15		1	8,788		30
Wirework.....	53	4,242	48		5	3,991		251

## Wage Changes Reported by Trade-Unions Since August, 1931

UNION and municipal wage and hour changes reported to the bureau during the past month and occurring during the past four months are shown in the following table. The tabulation shown covers 17,338 workers, 350 of whom were reported to have gone on the 5-day week.

In addition to wage changes tabulated below renewals of existing agreements were reported in the case of printers in Atlanta, Ga.; commercial telegraphers of the United Press System, division 47, of International News Service, No. 61, and of Universal Service; and cleaners and window washers in Chicago, Ill.

RECENT WAGE CHANGES, BY INDUSTRY, OCCUPATION, AND LOCALITY, AUGUST TO NOVEMBER, 1931

Industry or occupation, and locality	Date of change	Rate of wages		Hours per week	
		Before change	After change	Before change	After change
<b>Building trades:</b>					
<b>Plasterers—</b>					
Duluth, Minn.....	Oct. 1	<i>Per hour</i> \$1.50	<i>Per hour</i> \$1.25	40	40
Middletown, Ohio.....	Sept. 21	1.50	1.25	40	40
<b>Plumbers—</b>					
Buffalo, N. Y.....	Sept. 1	1.37½	1.50	44	40
Oil City, Pa.....	Oct. 5	1.25	1.12½	44	44
Road workers, Limestone County, Ala.....	Oct. 10	<i>Per day</i> \$2.50	<i>Per day</i> \$2.25	60	50
<b>Clerks:</b>					
Coal company, Pittsburgh, Pa.....	Sept. 1	( <sup>2</sup> )	( <sup>3</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Department stores, Harrisburg, Pottsville, Reading, and Wilkes-Barre, Pa.....	Oct. 26	( <sup>2</sup> )	( <sup>2</sup> )	45½	42
<b>Clothing:</b>					
Waterproof-garment workers, New York, N. Y.....	Sept. 1	( <sup>2</sup> )	( <sup>4</sup> )	40	40
<b>Metal trades:</b>					
Wire workers, Buffalo, N. Y., Clinton, Palmer, and Worcester, Mass.....	..do....	( <sup>2</sup> )	( <sup>3</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
<b>Miners, coal:</b>					
Clarksburg, Fairmont, and Morgantown, W. Va.....	Oct. 1	<i>Per hour</i> \$0.45	<i>Per hour</i> \$0.33¾	48	48
		\$.30	\$.22½	48	48
Saginaw, Mich., and vicinity.....	Sept. 10	<i>Per day</i> \$5.92½	<i>Per day</i> \$5.00	48	48
<b>Paper and paper goods workers:</b>					
<i>Mill A</i>					
Boss machine men.....	Aug. 1	<sup>6</sup> \$0.97	\$0.91	48	48
Machine tenders.....	..do....	.91	.86	48	48
Back tenders.....	..do....	.73	.69	48	48
Third hands.....	..do....	.57	.54	48	48
Fourth hands.....	..do....	.50	.47	48	48
Beater engineers.....	..do....	.77	.72	48	48
Beater men.....	..do....	.47	.44	48	48
Size makers.....	..do....	.43	.40	48	48
Shredder men.....	..do....	.47	.44	48	48
Paper handlers.....	..do....	.47	.44	48	48
Assistant paper handlers.....	..do....	.43	.40	48	48
Engine men and oilers.....	..do....	.63	.59	48	48
Track men.....	..do....	.55	.51½	48	48
Electricians.....	..do....	.88	.83	48	48
Millwrights.....	..do....	.69	.65	48	48
Inspectors, fire lines.....	..do....	.51	.48	48	48
First firemen.....	..do....	.63	.59	48	48
Firemen.....	..do....	.57	.54	48	48
Teamsters.....	..do....	.44	.41	48	48
Chauffeurs.....	..do....	.57	.54	48	48

<sup>1</sup> Average.

<sup>2</sup> Not reported.

<sup>3</sup> 10 per cent reduction.

<sup>4</sup> 15 per cent increase.

<sup>5</sup> Per ton.

<sup>6</sup> Computed.



RECENT WAGE CHANGES, BY INDUSTRY, OCCUPATION, AND LOCALITY, AUGUST TO NOVEMBER, 1931—Continued

Industry or occupation, and locality	Date of change	Rate of wages		Hours per week	
		Before change	After change	Before change	After change
Paper and paper goods workers—Continued. Hudson Falls, N. Y.—Continued.					
<i>Mill A—Continued</i>					
Ream trimmer men.....	Aug. 1	<i>Per hour</i> \$ 0.48	<i>Per hour</i> \$0.45	48	48
Rewinder men.....	do.	6.47	.44	48	48
Assistant rewinder men.....	do.	6.43	.40	48	48
Head cutter men.....	do.	6.48	.45	48	48
Assistants.....	do.	6.44	.41	48	48
Cutter girls.....	do.	6.37	.35	48	48
Machine shop—					
Roll grinder men.....	do.	6.72	.68	48	48
Mill machinists.....	do.	6.69	.65	48	48
Carpenters.....	do.	6.78	.73	48	48
Blacksmiths.....	do.	6.83	.78	48	48
Auto mechanics.....	do.	6.69	.65	48	48
Repair helpers.....	do.	6.57	.54	48	48
Pattern makers.....	do.	6.79	.74	48	48
Factory machine shop.....	do.	6.69-72	.65-68	48	48
<i>Mill B</i>					
Boss machine tenders.....	do.	6 1.22	1.15	48	48
No. 1 paper machine tenders.....	do.	6.98	.92	48	48
No. 1 machine back tenders.....	do.	6.80	.75	48	48
No. 1 machine hands.....	do.	6.48-69	.45-65	48	48
No. 2 machine tenders.....	do.	6 1.01	.95	48	48
No. 2 machine back tenders.....	do.	6.83	.78	48	48
No. 2 machine hands.....	do.	6.48-70	.45-66	48	48
Beater engineers.....	do.	6.78	.73	48	48
Beater men.....	do.	6.47	.44	48	48
Broke hands.....	do.	6.47	.44	48	48
Size makers and color.....	do.	6.43	.40	48	48
Shredder man.....	do.	6.47	.44	48	48
Head weighers.....	do.	6.50	.47	48	48
Assistant weighers and loaders.....	do.	6.47	.44	48	48
Trolley motor men.....	do.	6.47	.44½	48	48
Oilers—					
Day men.....	do.	6.69	.65	48	48
Night men.....	do.	6.60	.56	48	48
Motor men.....	do.	6.69	.65	48	48
Electricians.....	do.	6.69	.65	48	48
Tractor men.....	do.	6.47	.44	48	48
Millwrights and mechanics.....	do.	6.69	.65	48	48
Repair helpers.....	do.	6.59	.55	48	48
Steam plant—					
First firemen.....	do.	6.64	.60	48	48
Firemen.....	do.	6.59	.55	48	48
Water tenders.....	do.	6.52	.49	48	48
Ash handlers.....	do.	6.51	.48	48	48
Specialty factory—					
Carpenters.....	do.	6.69	.65	48	48
Machinists.....	do.	6.69	.65	48	48
Repair men.....	do.	6.69	.65	48	48
<i>Per week</i>					
Foremen.....	do.	\$42.00	\$39.50	48	48
Machinists.....	do.	35.75	33.60	48	48
Grocer factory, foremen machinists.....	do.	38.80	36.50	48	48
Printing and publishing:					
Compositors—					
Sacramento, Calif.—					
Job work, day.....	Oct. 1	51.00	52.00	44	44
Job work, night.....	do.	54.50	55.50	44	40
Tucson, Ariz.—					
Newspaper, day.....	do.	51.00	48.00	45	45
Newspaper, night.....	do.	54.00	51.00	45	45
Vincennes, Ind., newspaper.....	Nov. 1	(2)	(2)	47	46
Electrotypers, Dayton, Ohio—					
Day work.....	do.	46.00	47.00	48	48
Night work.....	do.	50.00	51.00	48	48
Pressmen, Indianapolis, Ind.—					
Newspaper, day.....	Oct. 1	49.00	40.83	46	38½
Newspaper, night.....	do.	52.00	43.33	46	38½
Stereotypers—					
Pawtucket, R. I.....	Nov. 1	52.00	53.00	45	45
Providence, R. I.....	do.	53.00	54.00	42	42

<sup>2</sup> Not reported.

<sup>6</sup> Computed.

[1457]

## RECENT WAGE CHANGES, BY INDUSTRY, OCCUPATION, AND LOCALITY, AUGUST TO NOVEMBER, 1931—Continued

Industry or occupation, and locality	Date of change	Rate of wages		Hours per week	
		Before change	After change	Before change	After change
<b>Railroad workers:</b>					
Boston, Revere Beach, & Lynn R. R. Co.—		<i>Per week</i>	<i>Per week</i>		
Officials.....	Sept. 1	(2)	(3)	48	48
Other employees <sup>7</sup> .....	Oct. 1	(2)	(3)	48	48
Cincinnati & Lake Erie R. R. Co., officers, clerks, and others.....	Aug. 15	(2)	(3)	44-54	44
St. Louis-San Francisco R. R., officers and clerks.....	Aug. 1	<i>Per month</i> \$250.00	<i>Per month</i> (2)	(2)	(2)
Western Pacific R. R. Co., officers and clerks.....	Sept. 1	\$300.00	(3)	(2)	(2)
<b>Street railway workers:</b>					
St. Louis, Mo.—		<i>Per hour</i>	<i>Per hour</i>		
Bus operators, conductors, and motor-men—					
First year.....	Oct. 16	<sup>10</sup> \$0.52	(3)	(11)	(11)
Second year.....	do	10.58	(3)	(11)	(11)
Third year.....	do	10.64	(3)	(11)	(11)
Fourth year and thereafter.....	do	10.69	(3)	(11)	(11)
Material yards—					
Leaders.....	do	.56-.63	(3)	12 9	12 9
Laborers.....	do	.41-.47	(3)	12 9	12 9
Car cleaners.....	do	.44-.49	(3)	12 9	12 9
Repairmen, car stations.....	do	.55-.72	(3)	12 8	12 8
Repairmen, motor and truck department.....	do	.53-.78	(3)	48	48
Storeroom employees.....	do	.56-.65	(3)	48	48
Trackmen.....	do	.42-.61	(3)	12 9	12 9
Power-house workers.....	do	.42-.74	(3)	12 8	12 8
Stuebenville, Ohio, and Wheeling, W. Va.—					
Motormen and conductors.....	Oct. 1	.57	.50	50-60	50-60
One-man car operators.....	do	.63	.55	50-60	56-60
<b>Municipal:</b>					
Astoria, Oreg., teachers and other school employees.....	Sept. 21	(2)	(13)	(2)	(2)
Centralia, Wash., light and water department employees.....	Oct. 1	(2)	(3)	(2)	(2)
Taft, Calif., clerks, executives, street laborers, refuse collectors.....	Sept. 1	<i>Per month</i> \$105.00-\$275.00	<i>Per month</i> \$100.00-\$234.00	48	48
Texarkana, Ark., firemen and policemen.....	do	125.00	100.00	<sup>12</sup> 12	<sup>12</sup> 12
<b>Textiles:</b>					
Cotton-mill workers, Somersworth, N. H.....	Oct. 5	(2)	(3)	54	54

<sup>2</sup> Not reported.<sup>3</sup> 10 per cent reduction.<sup>7</sup> Over \$18 per week.<sup>8</sup> Minimum.<sup>9</sup> 5 per cent reduction.<sup>10</sup> 1-man car and bus operators receive 7 cents more per hour.<sup>11</sup> Hours irregular.<sup>12</sup> Hours per day.<sup>13</sup> 10 per cent reduction for 3 months.

## Farm Wage and Labor Situation on October 1, 1931

**A**VERAGE farm wage rates per month and per day, with and without board, together with index numbers of farm wages, for the years 1928 to 1930, and for the months of January, April, July, and October of 1929, 1930, and 1931, are given in Table 1, compiled from figures issued by the United States Department of Agriculture.

TABLE 1.—FARM WAGE RATES AND INDEX NUMBERS, 1928 TO 1931

Year and month	Average yearly farm wage <sup>1</sup>				Index numbers of farm wages (1910-1914 =100)
	Per month		Per day		
	With board	Without board	With board	Without board	
1928.....	\$34.66	\$48.65	\$1.88	\$2.43	169
1929.....	34.74	49.08	1.88	2.42	170
1930.....	31.14	44.59	1.65	2.16	152
1929—January.....	33.04	47.24	1.78	2.34	162
April.....	34.68	49.00	1.79	2.34	167
July.....	36.08	50.53	1.89	2.43	173
October.....	35.90	50.00	1.92	2.46	174
1930—January.....	32.29	46.80	1.73	2.27	159
April.....	33.83	47.81	1.72	2.27	162
July.....	33.47	47.24	1.72	2.23	160
October.....	31.23	44.28	1.61	2.12	150
1931—January.....	26.03	39.04	1.38	1.87	129
April.....	25.99	38.37	1.33	1.80	127
July.....	25.35	37.00	1.29	1.73	123
October.....	23.31	34.22	1.18	1.59	113

<sup>1</sup> Yearly averages are from reports by crop reporters, giving average wages for the year in their localities, except for 1928-1930, when the wage rates per month are a straight average of quarterly rates, April, July, and October of the current year, and January of the following year, and the wage rates per day are a weighted average of quarterly rates.

Table 2, reproduced from a press release of the United States Department of Agriculture, dated October 14, 1931, shows farm wage rates and farm labor supply and demand in the various States and geographic divisions on October 1, 1931.

TABLE 2.—FARM WAGE RATES AND FARM LABOR SUPPLY AND DEMAND, BY STATES AND GEOGRAPHIC DIVISIONS, OCTOBER 1, 1931

State and division	Wage rates				Farm labor supply and demand		
	Per month, with board	Per month, without board	Per day, with board	Per day, without board	Supply, per cent of normal	Demand, per cent of normal	Supply, per cent of demand
Maine.....	\$38.50	\$56.50	\$2.10	\$2.80	114	79	144
New Hampshire.....	35.25	59.75	2.00	2.90	113	91	124
Vermont.....	32.25	50.75	1.70	2.50	117	83	141
Massachusetts.....	41.75	72.50	2.25	3.20	117	79	148
Rhode Island.....	45.00	78.00	2.40	3.00	106	90	118
Connecticut.....	38.00	62.50	2.20	3.10	117	77	152
New York.....	35.25	53.50	2.10	2.75	110	75	147
New Jersey.....	36.50	60.75	2.00	2.70	113	85	133
Pennsylvania.....	29.50	46.00	1.80	2.40	112	78	144
North Atlantic.....	34.50	54.34	2.00	2.70	112.4	78.4	143.3
Ohio.....	26.00	37.75	1.45	1.95	114	71	161
Indiana.....	26.00	36.50	1.40	1.75	121	70	173
Illinois.....	30.25	40.25	1.50	1.90	116	67	173
Michigan.....	23.50	36.50	1.30	1.80	126	61	207
Wisconsin.....	28.00	42.25	1.40	2.00	124	69	180
East North Central.....	27.15	38.89	1.42	1.89	119.5	67.9	176.1

TABLE 2.—FARM WAGE RATES AND FARM LABOR SUPPLY AND DEMAND, BY STATES AND GEOGRAPHIC DIVISIONS, OCTOBER 1, 1931—Continued

State and division	Wage rates				Farm labor supply and demand		
	Per month, with board	Per month, without board	Per day, with board	Per day, without board	Supply, per cent of normal	Demand, per cent of normal	Supply, per cent of demand
Minnesota.....	\$27.90	\$39.60	\$1.55	\$2.15	121	63	192
Iowa.....	31.75	41.50	1.50	2.05	121	68	178
Missouri.....	25.75	34.90	1.15	1.55	116	63	184
North Dakota.....	25.25	34.75	1.10	1.60	114	49	233
South Dakota.....	24.50	36.00	1.20	1.85	125	42	298
Nebraska.....	28.50	40.40	1.45	2.00	123	58	212
Kansas.....	25.50	37.75	1.30	1.80	127	59	215
West North Central.....	27.51	38.15	1.35	1.87	120.6	60.5	199.4
North Central.....	27.33	38.51	1.39	1.88	120.1	64.1	187.3
Delaware.....	21.50	40.00	1.70	2.05	107	82	130
Maryland.....	27.25	40.50	1.30	2.00	102	87	117
Virginia.....	22.00	32.00	1.00	1.35	107	79	135
West Virginia.....	23.25	34.50	1.10	1.55	107	69	155
North Carolina.....	16.00	23.10	.85	1.05	110	69	159
South Carolina.....	11.00	16.25	.55	.75	101	75	135
Georgia.....	11.00	16.50	.60	.75	106	65	163
Florida.....	17.25	28.00	.80	1.20	114	68	168
South Atlantic.....	16.07	23.88	.82	1.08	106.4	71.9	148.0
Kentucky.....	21.25	29.50	1.05	1.40	103	75	137
Tennessee.....	17.60	23.25	.85	1.05	111	73	152
Alabama.....	11.00	16.00	.50	.80	116	65	178
Mississippi.....	12.00	18.75	.55	.75	106	62	171
Arkansas.....	15.00	21.00	.75	1.00	108	62	174
Louisiana.....	15.75	24.00	.80	1.10	114	68	168
Oklahoma.....	18.50	26.90	.95	1.20	110	73	151
Texas.....	18.75	27.75	.90	1.20	100	75	133
South Central.....	16.40	23.78	.80	1.07	107.4	69.9	153.7
Montana.....	31.00	45.00	1.50	2.20	131	41	320
Idaho.....	36.75	54.25	1.65	2.20	134	62	216
Wyoming.....	35.50	50.50	1.65	2.00	135	68	199
Colorado.....	29.50	46.75	1.40	2.00	135	60	225
New Mexico.....	26.75	40.25	1.10	1.50	120	70	171
Arizona.....	40.00	52.00	1.70	2.00	120	70	171
Utah.....	40.80	57.75	2.00	2.50	139	51	273
Nevada.....	43.25	63.75	1.75	2.55	134	61	220
Washington.....	29.50	49.00	1.70	2.60	142	62	229
Oregon.....	31.75	49.25	1.60	2.25	133	66	202
California.....	44.00	67.00	1.90	2.60	119	72	165
Western.....	36.95	55.83	1.69	2.32	127.5	65.1	195.8
United States.....	23.31	34.22	1.18	1.59	113.4	68.9	164.6

### Wages and Hours in the Gray-Iron Foundry Industry, October, 1931

THE average hourly wage rates paid in the gray-iron foundry industry of the United States and Canada in October, 1931, and the number of workers employed are shown in Table 1 following, by occupation and district. Comparative wage rates for February, 1931, are given for all districts combined. The data are from wage reports of the Gray Iron Institute (Inc.), Cleveland, Ohio, based on information furnished by 118 foundries, with 5,629 employees, for October, 1931, and by 187 foundries, with 10,189 employees, for February, 1931.

TABLE 1.—AVERAGE HOURLY WAGE RATES IN THE GRAY-IRON FOUNDRY INDUSTRY OF THE UNITED STATES AND CANADA, BY OCCUPATION AND DISTRICT, OCTOBER, 1931

Occupation	Canada, New York, New Jersey, and New England States		Pennsylvania, Michigan, Ohio, Indiana, and all territory to south, and west to Mississippi River		Wisconsin, Illinois, and all territory west of Mississippi River and south to southern border of country		All districts combined		Hourly wage rate, all districts combined, February, 1931
	Number of workers	Hourly wage rate	Number of workers	Hourly wage rate	Number of workers	Hourly wage rate	Number of workers	Hourly wage rate October, 1931	
<b>Molders:</b>									
Bench.....	186	\$0.772	164	\$0.827	230	\$0.707	580	\$0.762	\$0.753
Floor.....	269	.833	300	.870	242	.787	811	.833	.819
Loam.....	16	.661	6	.660			22	.661	.782
Machine.....	163	.632	153	.669	284	.634	600	.642	.666
Helpers.....	130	.543	90	.443	30	.423	250	.493	.497
Apprentices.....	20	.459	28	.544	28	.598	106	.542	.530
Foremen.....	23	1.010	28	.985	33	1.000	84	1.000	.997
<b>Coremakers:</b>									
Men.....	158	.764	144	.696	191	.634	493	.692	.708
Women.....	2	.470	3	.383	14	.422	19	.421	.419
Machine men.....	4	.705			5	.430	9	.552	.590
Machine women.....									.443
Helpers.....	18	.476	28	.411	36	.412	82	.426	.446
Apprentices.....	28	.523	23	.498	15	.514	66	.512	.536
Foremen.....	15	.880	12	.903	23	.884	50	.887	.885
<b>Patternmakers:</b>									
Wood.....	44	.743	43	.715	31	.819	118	.752	.765
Metal.....	18	.675	14	.702	31	.694	63	.690	.726
Apprentices.....	5	.402	16	.449	4	.432	25	.437	.472
Foremen.....	12	1.030	6	.936	6	.908	24	.976	.977
<b>Chippers:</b>	120	.547	109	.475	84	.505	313	.511	.519
Crane operators.....	40	.588	34	.533	14	.540	88	.559	.549
Cupola tenders.....	66	.581	62	.571	74	.556	202	.569	.574
Flask makers.....	23	.639	27	.621	32	.585	82	.612	.641
Grinders, rough.....	57	.500	76	.471	97	.460	230	.474	.494
Inspectors, castings.....	39	.497	37	.496	43	.472	119	.487	.521
Laborers, common.....	198	.486	383	.443	325	.457	906	.457	.474
Maintenance men.....	46	.575	39	.636	60	.579	145	.593	.633
Pourers.....			12	.488	15	.444	27	.464	.522
Sand blasters.....	31	.527	33	.491	27	.479	91	.500	.516
<b>Welders:</b>									
Acetylene.....	4	.625	4	.512	4	.690	12	.608	.663
Electric.....	1	.500			3	.750	4	.687	.633
Combination.....	1	.600	4	.615	3	.720	8	.652	.719

Table 2 gives wage rates for a number of the more important occupations in February and August, 1930, and February and October, 1931, as given in a circular letter from the Gray Iron Institute (Inc.), dated October 30, 1931.

TABLE 2.—COMPARATIVE WAGE RATES IN SELECTED OCCUPATIONS IN THE GRAY-IRON FOUNDRY INDUSTRY, ON SPECIFIED DATES

Occupation	February, 1930	August, 1930	February, 1931	October, 1931
<b>Molders:</b>				
Bench.....	\$0.814	\$0.798	\$0.753	\$0.762
Floor.....	.830	.841	.819	.833
Loam.....	.780	.711	.782	.661
Machine.....	.746	.709	.666	.642
<b>Coremakers:</b>				
Men.....	.737	.714	.708	.692
Women.....	.439	.427	.419	.421
<b>Patternmakers:</b>				
Wood.....	.829	.847	.765	.752
Metal.....	.729	.767	.726	.690
Chippers.....	.533	.526	.519	.511
Common laborers.....	.484	.471	.474	.457



Fifty-four of the 118 foundries reporting had an 8-hour day, 46 a 9-hour day, and 6 a 10-hour day, the workday of the remaining 12, with the exception of 3 which did not report on hours, ranging from 7 to 9½.

### Wage Rates and Earnings of Bituminous Coal Miners in the Allegheny District

THE Bureau of Statistics, Department of Labor and Industry, of the State of Pennsylvania has issued a report<sup>1</sup> on existing wage rates and earnings of workers employed in a selected group of bituminous coal-mining operations in the Allegheny district. Wage rates and earnings for a group of workers in 49 mines located in Allegheny, Greene, Washington, Armstrong, and Westmoreland Counties are included in the sample. The survey covers the period preceding the strike in the district; that is, May, 1931.

#### Wage Rates and Earnings

FOR a total of 15,688 workers engaged in 15 representative occupations the average wage rate per day in the last half of May was found to be \$3.98, and the range was \$3.71 for outside labor to \$7.56 for cutters and scrapers. The average working time for workers in these occupations amounted to 9.2 days out of a possible 12 working-days, or 77 per cent of full time.

Actual earnings averaged 78.7 per cent of possible full-time earnings under the existing scale. The average return for the half month was \$37.59 and per week it was \$17.09. Machine loaders, who comprise 66 per cent of all workers represented in the sample, averaged approximately \$16.55 per week. Grouping all the employees in the sample by average weekly earnings, it is found that 40.5 per cent of the total number of workers earned less than \$35 in the half month under consideration and 20.9 per cent earned \$50 and over.

#### Earnings in 1929 and 1931 Compared

PASSING to a comparison of earnings in the last half of May, 1931, and a typical half month in 1929, the study under review shows the figures that are reproduced in the table following. Wherever possible it is stated that comparisons are made with data published by the United States Bureau of Labor Statistics covering bituminous mines in Pennsylvania during a typical half month in 1929.

AVERAGE EARNINGS IN SPECIFIED OCCUPATIONS DURING MAY, 1931, AND A TYPICAL MONTH IN 1929

Occupation	Last half of May, 1931	Typical half month in 1929	Per cent decrease in 1931
Pick mining.....	\$34.89	\$52.91	34.1
Cutting and scraping.....	68.08	87.67	22.3
Motormen.....	50.25	65.79	23.6
Tracklayers.....	44.29	62.92	29.6
Drivers.....	42.22	57.89	27.1
Timbermen.....	42.39	64.66	34.4
Laborers, inside.....	35.91	51.56	30.4
Carpenters and car repairmen.....	43.26	59.10	26.8
Laborers, outside.....	29.92	46.95	36.3

<sup>1</sup> Labor and Industry, Harrisburg, July, 1931, pp. 18-34.

The table shows that the decrease in average earnings was least severe for two groups of underground workers, namely, persons engaged in cutting and scraping (22.3 per cent) and motormen (23.6 per cent), and most severe for outside laborers (36.3 per cent) and timbermen (34.4 per cent) who are engaged in underground work.

#### Earnings in Strike-free Mines and in Mines Affected by the Strike

FURTHER comparison is made of the earnings of workers in the mines that were not involved in the strike of 1931 and those engaged in the mines affected by the strike. The earnings figures quoted are for the last pay period in May, 1931, as are the other figures shown, and it is stated that at that time few, if any, of the mines were affected by strike conditions. For the 5,122 workers subsequently on strike, the average earnings in the last half of May amounted to \$27.44 and for a week, \$12.47. During the same pay-roll period 6,812 workers employed in mines not on strike had average earnings of \$51.24 or \$23.29 a week. This indicates that workers in mines on strike were earning only slightly more than half as much as the workers who were not affected by the strike in the second pay-roll period of May, 1931.

#### Number of Starts Made

AGAIN classifying the workers according to whether or not they were subsequently on strike, the study under review shows the number of starts made by workers in the pay-roll period ending May 31, 1931. As has been mentioned, there were 12 working days in this pay-roll period. It is also of interest to know that the average number of starts for all 49 mines was 9.4 as compared with 8 starts in 20 mines where a strike later took place and 10.3 starts in 22 mines where strike conditions did not obtain.

The study of days worked led to the conclusion that the mines working the fewest number of days had the highest percentage of strikes.

#### Number on Pay Rolls

THE final comparison made was one of numbers on the pay rolls of these 49 mines. The dates chosen were the last half of May, 1931, and the year 1930, and the comparison disclosed that only 5.3 per cent fewer persons were on the respective pay rolls of the mines in May, 1931, than during 1930.

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### Reduction of Official Salary Scale in New South Wales

IN ITS issue for August 31, 1931, the New South Wales Industrial Gazette announces the passage of an act continuing until August 5, 1932, the cuts in official salaries made effective by the act of 1930 (see Labor Review, November, 1930, p. 43) and increasing the reductions for the higher salaries. The original act, which was due to expire June 30, 1931, reduced the salaries of public officials, with certain exceptions, by 8½ per cent. The present act continues this reduction for officials whose salaries do not exceed the amount of the declared living wage for adults now in force but provides for further

reductions upon higher salaries. The arrangement is rather complicated, since the percentage of reduction varies for different parts of the salary. Thus, the reduction is to be 15 per cent upon that part of the salary which does not exceed £200 (\$973) per annum, 17.5 per cent upon that part of the salary over £200 and up to £400 (\$1,947) per annum, and so on, up to 32.5 per cent on that part of the salary over £1,500 (\$7,300) per annum. It is provided, however, that the salary shall not be reduced by the operation of this act below £197 (\$959) per annum for men and £107 (\$521) per annum for women, and certain remissions are made in the case of those having a dependent child or children.

### Actual Earnings of Coal Miners in Germany

THE following two tables show the actual earnings of coal miners and lignite miners in Germany in January and July, 1930 and 1931, as reported by the coal mine operators' associations to the German Federal Statistical Office.<sup>1</sup>

It is seen that in coal (*Steinkohl*) mining, the earnings of underground pick miners per shift decreased by 19 cents from January, 1930, to July, 1931, and the earnings of "others" by 8 cents. During the same period the earnings of adult male surface workers decreased per shift by 12 cents, those of young workers by 4 cents, and the earnings of female workers were the same on both dates.

In the lignite (*Braunkohl*) fields during the same period the earnings of surface miners per shift showed a decrease by 15 cents and those of underground miners by 17 cents. The earnings of laborers decreased by 14 cents; of young workers, male, by 11 cents; and of female workers by 6 cents.

TABLE 1.—ACTUAL EARNINGS OF COAL MINERS IN GERMANY, JANUARY AND JULY 1930 AND 1931

[Weighted averages for West Upper Silesia, Lower Silesia, Ruhr District, Aachen, and Saxony. Conversions into United States currency on basis of mark=23.8 cents]

Year and month	Earnings per shift									
	Underground workers				Surface workers					
	Pick miners		All others (excluding haulers)		Adults, male		Young workers, male		Female workers	
	German currency	United States currency	German currency	United States currency	German currency	United States currency	German currency	United States currency	German currency	United States currency
1930:	<i>Marks</i>		<i>Marks</i>		<i>Marks</i>		<i>Mayks</i>		<i>Marks</i>	
January.....	9.97	\$2.37	7.42	\$1.77	7.63	\$1.82	2.41	\$0.57	3.45	\$0.82
July.....	9.91	2.36	7.55	1.80	7.64	1.82	2.39	.57	3.47	.83
1931:										
January.....	9.25	2.20	7.17	1.71	7.24	1.72	2.28	.54	3.29	.78
July.....	9.14	2.18	7.09	1.69	7.15	1.70	2.22	.53	3.45	.82

<sup>1</sup> Germany. Statistisches Reichsamt. Wirtschaft und Statistik, Oct. 1, 1931, pp. 698-700.

TABLE 2.—ACTUAL EARNINGS OF LIGNITE MINERS IN GERMANY, JANUARY AND JULY, 1930 AND 1931

[Weighted averages for Middle-German Kernreviere I, Lower Lausitz, Middle-German Rondreviere, and East-Elba Rondreviere I and II. Conversions into United States currency on basis of mark=23.8 cents]

Year and month	Earnings per shift									
	Coal miners				Laborers		Young workers, male		Female workers	
	Surface		Underground		Ger- man cur- rency	United States cur- rency	Ger- man cur- rency	United States cur- rency	Ger- man cur- rency	United States cur- rency
	Ger- man cur- rency	United States cur- rency	Ger- man cur- rency	United States cur- rency						
1930:	<i>Marks</i>		<i>Marks</i>		<i>Marks</i>		<i>Marks</i>		<i>Marks</i>	
January-----	8.43	\$2.01	9.14	\$2.18	8.01	\$1.91	3.93	\$0.94	4.16	\$0.99
July-----	8.15	1.94	9.09	2.16	8.11	1.93	3.84	.91	4.12	.98
1931:										
January-----	8.04	1.91	8.72	2.08	7.98	1.90	3.71	.88	4.15	.99
July-----	7.80	1.86	8.46	2.01	7.44	1.77	3.47	.83	3.89	.93

Wages in Japanese Mines, Last Quarter of 1929

THE following table shows the average wages per day, including bonuses and benefits, of workers in Japanese mines in the last quarter of 1929. The figures are taken from the Statistical Résumé of the Empire of Japan, Tokyo, 1931 (p. 108).

AVERAGE DAILY WAGES (INCLUDING BONUSSES AND BENEFITS) OF WORKERS IN JAPAN, LAST QUARTER OF 1929

[Conversions on basis of yen=50 cents]

Sex and age of workers	Metal mines		Coal mines	
	Japanese currency	United States currency	Japanese currency	United States currency
<b>Males:</b>	<i>Yen</i>	<i>Cents</i>	<i>Yen</i>	<i>Cents</i>
Under 16 years-----	0.621	31.2	0.923	46.2
Over 16 years-----	2.003	100.2	1.910	95.5
Average-----	1.970	98.5	1.894	94.7
<b>Females:</b>				
Under 16 years-----	.471	23.6	.944	47.2
Over 16 years-----	.746	37.3	1.243	62.2
Average-----	.738	36.9	1.235	61.8
General average-----	1.857	92.9	1.789	89.5

The statistics on the hours of labor in Japanese mines (including oil wells) given in the above-mentioned publication, are for October 10, 1927 (p. 98), the distribution of workers according to their fixed maximum hours being as follows: About 10 per cent work 8 hours, 9 per cent 9 hours, 32 per cent 10 hours, 23 per cent 11 hours, and 26 per cent 12 hours.

# TREND OF EMPLOYMENT

## Summary for October, 1931

EMPLOYMENT decreased 2.7 per cent in October, 1931, as compared with September, 1931, and pay-roll totals decreased 0.9 per cent.

The industrial groups surveyed, the number of establishments reporting in each group, the number of employees covered, and the total pay rolls for one week, for both September and October, together with the per cents of change in October, are shown in the following summary:

SUMMARY OF EMPLOYMENT AND PAY-ROLL TOTALS, SEPTEMBER AND OCTOBER, 1931

Industrial group	Establishments	Number on pay roll		Percent of change	Amount of pay roll (1 week)		Percent of change
		September, 1931	October, 1931		September, 1931	October, 1931	
<b>1. Manufacturing</b> .....	16,652	2,959,298	2,864,801	-3.3	\$61,847,232	\$60,650,705	-3.1
<b>2. Coal mining</b> .....	1,507	312,887	324,509	+3.7	6,089,575	7,301,050	+19.9
Anthracite.....	160	109,390	118,719	+8.5	2,575,722	3,617,307	+40.4
Bituminous.....	1,347	203,497	205,790	+1.1	3,513,853	3,683,743	+4.8
<b>3. Metalliferous mining</b> .....	263	36,168	35,100	-3.0	796,303	745,332	-6.4
<b>4. Quarrying and nonmetallic mining</b> .....	779	29,557	28,620	-3.2	601,741	572,952	-4.8
<b>5. Crude petroleum producing</b> .....	266	23,660	23,363	-1.3	787,199	776,267	-1.4
<b>6. Public utilities</b> .....	11,642	672,607	662,161	-1.6	20,339,154	20,087,288	-1.2
Telephone and telegraph.....	7,925	301,315	297,941	-1.1	8,819,363	8,771,032	-0.5
Power, light, and water.....	3,228	230,650	225,845	-2.1	7,160,502	7,076,700	-1.2
Electric railroad operation and maintenance, exclusive of car shops.....	489	140,642	138,375	-1.6	4,359,289	4,239,556	-2.7
<b>7. Trade</b> .....	13,333	396,175	407,278	+2.8	9,778,722	9,838,355	+0.6
Wholesale.....	2,494	72,061	71,250	-1.1	2,176,229	2,136,853	-1.8
Retail.....	10,839	324,114	336,028	+3.7	7,602,493	7,701,482	+1.3
<b>8. Hotels</b> .....	2,190	146,758	143,329	-2.3	2,276,429	2,214,745	-2.7
<b>9. Canning and preserving</b> .....	1,024	103,919	62,377	-40.0	1,356,278	814,290	-40.0
<b>10. Laundries</b> .....	536	42,359	41,806	-1.3	778,997	758,022	-2.7
<b>11. Dyeing and cleaning</b> .....	242	10,395	10,273	-1.2	227,394	224,281	-1.4
<b>Total</b> .....	48,434	4,733,783	4,603,617	-2.7	104,879,024	103,983,267	-0.9

## RECAPITULATION BY GEOGRAPHIC DIVISIONS

GEOGRAPHIC DIVISION <sup>3</sup>	Establishments	September, 1931	October, 1931	Percent of change	September, 1931	October, 1931	Percent of change
New England.....	8,063	545,558	527,145	-3.4	\$12,013,673	\$11,640,376	-3.1
Middle Atlantic.....	7,867	1,384,444	1,380,977	-0.3	33,022,513	33,693,239	+2.0
East North Central.....	9,164	1,263,199	1,180,243	-6.6	28,028,169	27,442,434	-2.1
West North Central.....	4,024	299,901	295,494	-1.5	6,853,782	6,687,260	-2.4
South Atlantic.....	4,966	503,825	500,029	-0.8	9,073,281	8,953,533	-1.3
East South Central.....	2,484	193,546	192,061	-0.8	3,050,995	3,041,004	-0.3
West South Central.....	3,107	172,566	169,209	-1.9	3,866,083	3,795,034	-1.8
Mountain.....	1,956	91,742	96,379	+5.1	2,183,488	2,268,606	+3.9
Pacific.....	5,173	279,002	262,080	-6.1	6,787,040	6,461,781	-4.8
<b>All divisions</b> .....	48,434	4,733,783	4,603,617	-2.7	104,879,024	103,983,267	-0.9

<sup>1</sup> Weighted per cent of change for the combined 54 manufacturing industries, repeated from Table 1, p. 207; the remaining per cents of change, including total, are unweighted.

<sup>2</sup> Cash payments only; see note 3, p. 221.

<sup>3</sup> *New England:* Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. *Middle Atlantic:* New Jersey, New York, Pennsylvania. *East North Central:* Illinois, Indiana, Michigan, Ohio, Wisconsin. *West North Central:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. *South Atlantic:* Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. *East South Central:* Alabama, Kentucky, Mississippi, Tennessee. *West South Central:* Arkansas, Louisiana, Oklahoma, Texas. *Mountain:* Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, Wyoming. *Pacific:* California, Oregon, Washington.



The per cents of change shown for the total figures represent only the changes in the establishments reporting, as the figures for the several industrial groups are not weighted according to the relative importance of each group.

Three of the fifteen industrial groups surveyed reported gains in employment and earnings over the month interval. Anthracite mining reported an increase of 8.5 per cent in employment in October and a gain of 40.4 per cent in pay-roll totals. The usual seasonal activity in retail trade in October was reflected by an increase of 3.7 per cent in employment and 1.3 per cent in earnings, while the bituminous-coal-mining group also reported a seasonal increase of 1.1 per cent in number of workers and 4.8 per cent in employees' earnings.

The greatest loss in employment and earnings in the 12 remaining industrial groups was shown in the canning and preserving industry, which reported decreases of 40.0 per cent in both employment and pay roll, due to the regular seasonal closing of many vegetable canning factories in October. Employment declined 3.3 per cent in manufacturing industries, 3.2 per cent in quarrying and nonmetallic mining, and 3.0 per cent in metalliferous mining. Hotels reported a falling off in employment of 2.3 per cent, due to the seasonal closing of a number of resort establishments, and power, light, and water plants reported 2.1 per cent fewer employees. The remaining groups (crude-petroleum producing, telephone and telegraph, electric-railroad operation, wholesale trade, laundries, and dyeing and cleaning) reported decreases of less than 2 per cent.

The Mountain geographic division alone of the nine geographic divisions reported both increased employment and pay-roll totals. These increases were due largely to the expansion in the beet-sugar industry at this time of year.

Employment in the Middle Atlantic division showed a slight falling off from September to October, but pay-roll totals in this division showed a gain over the month interval due to the large increase in earnings in the anthracite-mining industry, which affected the combined pay-roll aggregate for this division. The remaining geographic divisions reported declines in both employment and earnings, the East North Central and the Pacific divisions reporting the greatest losses in number of employees—6.6 per cent and 6.1 per cent, respectively.

PER CAPITA WEEKLY EARNINGS IN OCTOBER, 1931, AND COMPARISON WITH SEPTEMBER, 1931, AND OCTOBER, 1930

Industrial group	Per capita weekly earnings in October, 1931	Per cent of change October, 1931, compared with—	
		September, 1931	October, 1930
1. Manufacturing (54 industries).....	\$21.07	+0.3	-13.7
2. Coal mining:			
Anthracite.....	30.47	+29.5	-11.3
Bituminous.....	17.90	+3.6	-20.1
3. Metalliferous mining.....	21.23	-3.6	-21.8
4. Quarrying and nonmetallic mining.....	20.02	-1.8	-19.3
5. Crude petroleum producing.....	33.23	-0.1	-7.0
6. Public utilities:			
Telephone and telegraph.....	29.44	+0.5	+2.0
Power, light, and water.....	31.33	+0.9	-0.3
Electric railroads.....	30.64	-1.2	-2.3

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PER CAPITA WEEKLY EARNINGS IN OCTOBER, 1931, AND COMPARISON WITH  
SEPTEMBER, 1931, AND OCTOBER, 1930—Continued

Industrial group	Per capita weekly earnings in October, 1931	Per cent of change October, 1931, compared with—	
		September, 1931	October, 1930
7. Trade:			
Wholesale.....	\$29.99	-0.7	-4.9
Retail.....	22.92	-2.3	-5.4
8. Hotels (cash payments only) <sup>1</sup>	15.45	-0.3	-8.0
9. Canning and preserving.....	13.05	( <sup>2</sup> )	-15.5
10. Laundries.....	18.13	-1.4	( <sup>3</sup> )
11. Dyeing and cleaning.....	21.83	-0.2	( <sup>3</sup> )
Total.....	22.59	-1.9	( <sup>3</sup> )

<sup>1</sup> The additional value of board, room, and tips can not be computed.

<sup>3</sup> Data not available.

<sup>2</sup> No change.

Per capita earnings for October, 1931, given in the preceding table must not be confused with full-time weekly rates of wages; they are actual per capita weekly earnings computed by dividing the total number of employees reported into the total amount of pay roll in the week reported, and the "number of employees" includes all persons who worked any part of the period reported—that is, part-time workers as well as full-time workers.

Comparisons are made with per capita earnings in September, 1931, and with October, 1930, where data are available.

For convenient reference the latest data available relating to all employees, excluding executives and officials, on Class I railroads, drawn from Interstate Commerce Commission reports, are shown in the following statement. These reports are for the months of August and September, instead of for September and October, 1931; consequently the figures can not be combined with those presented in the summary table.

#### EMPLOYMENT AND PAY-ROLL TOTALS, CLASS I RAILROADS

Industry	Number on pay roll		Per cent of change	Amount of pay roll in entire month		Per cent of change
	Aug. 15, 1931	Sept. 15, 1931		Aug., 1931	Sept., 1931	
Class I railroads.....	1, 272, 739	1, 239, 118	-2.6	\$170, 857, 555	\$163, 429, 525	-4.3

The total number of employees included in this summary is 5,842,735, and their combined earnings in one week amount to approximately \$142,000,000.

#### Employment in Selected Manufacturing Industries in October, 1931

Comparison of Employment and Pay-Roll Totals in Manufacturing Industries in October, 1931, with September, 1931, and October, 1930

**E**MPLOYMENT in manufacturing industries decreased 3.3 per cent in October, 1931, as compared with September, 1931, and pay-roll totals decreased 3.1 per cent. Measured by changes in the

indexes of employment and earnings over the year interval, the level of employment in October, 1931, was 14.4 per cent below the corresponding month of the previous year and pay-roll totals were 26.1 per cent lower than in October, 1930.

These per cents of change in employment and earnings from September to October, 1931, are based upon returns made by 14,054 establishments in 54 of the principal manufacturing industries of the United States, having in October 2,583,436 employees, whose combined earnings in one week were \$54,436,682.

The index of employment in October, 1931, is 67.3, as compared with 69.6, for September, 1931, 70.0 for August, 1931, and 78.6 for October, 1930; the index of pay-roll totals for October, 1931, is 53.7, as compared with 55.4 for September, 1931, 58.5 for August, 1931, and 72.7 for October, 1930. The monthly average for 1926 equals 100.

Two of the twelve groups of manufacturing industries included in the bureau's indexes of employment and pay-roll totals showed improved employment conditions over the month interval, the paper and the tobacco products groups reporting slight increases in number of workers, combined with more pronounced gains in earnings. The remaining 10 groups showed a falling-off in employment in October as compared with September, the greatest decline (11.8 per cent) being reported in the vehicles group. Employment in the leather products group declined 6 per cent from September to October, the stone-clay-glass group reported 4.5 per cent fewer employees, and the iron and steel and the textile groups reported losses of 2.9 per cent over the month interval. The decreases in employment in the remaining groups were 1.8 per cent or less.

Comparing October, 1931, with October, 1930, employment and earnings in each of these 12 groups of industries in October, 1931, were below the level of the corresponding month of the preceding year. In each instance pay-roll totals have declined to a greater extent than the decrease in number of employees. The leather, food, and textile groups of industries showed the least change in employment over the year interval, while the greatest losses in number of employees were shown in the vehicles, iron and steel, and lumber groups.

Sixteen of the fifty-four manufacturing industries on which the bureau's indexes of employment and pay-roll totals are based reported gains in employment in October, as compared with September, and 18 industries reported increased earnings.

The greatest increase in employment in the September-October comparison was shown in the silk-goods industry, which reported a gain of 5.1 per cent. The steam-fittings industry reported an increase of 4.6 per cent in employment; confectionery, 3.9 per cent; hosiery and knit goods, 3.6 per cent; and the agricultural implement and the chewing and smoking tobacco industries reported increases of 3.1 per cent each over the month interval. The largest decrease in employment from September to October in these 54 industries was shown in the automobile industry, in which a loss of 20.9 per cent in number of workers was reported. Earnings in this industry, however, showed but slight change, due to the fact that several plants reporting large decreases in number of workers over the preceding month reported an improvement in plant operating time in

October, which stabilized the amount of earnings in this monthly comparison. The woolen and worsted goods industry reported a decline in employment of 15.7 per cent from September to October; the ice-cream industry reported 11.6 per cent fewer employees; brick, 7.9 per cent; carriages and wagons, 7.7 per cent; boots and shoes, 6.5 per cent; women's clothing, 6.1 per cent; millinery, 5.5 per cent; and structural ironwork, 5.4 per cent.

Comparing the indexes of employment and earnings in October, 1931, with the index numbers of October, 1930, for each of the 54 industries, decreased employment and pay-roll totals are shown in each industry, with the single exception of the men's clothing industry in which the index of employment showed no change over the year interval. Employment in the cotton goods industry in October, 1931, was 0.5 per cent below the level of the corresponding month of the year previous, and comparatively little change in employment was registered in the confectionery, hosiery and knit goods, and newspaper and periodical printing industries. The boot and shoe industry showed a falling-off of 3.4 per cent in number of workers in this yearly comparison, and the employment in the chewing and smoking tobacco industry was 4.0 per cent below the level of October, 1930. The outstanding decrease in both employment and earnings was shown in the agricultural implement industry, in which employment declined 54.7 per cent over the year interval and pay-roll totals decreased 59.1 per cent. Decreases in employment, ranging from 39.2 per cent to 30.2 per cent, were shown in the fertilizer, piano, machine tool, carriage and wagon, and brick industries. Employment in the automobile industry showed a decline of 27.4 per cent over the year interval, with a corresponding decrease in pay-roll totals. The iron and steel industry reported 18.9 per cent fewer employees in October, 1931, than in October, 1930, and employment in foundries and machine shops decreased 25.7 per cent over the same period.

In the following table are shown the number of identical establishments reporting in both September and October, 1931, in the 54 manufacturing industries on which the bureau's indexes of employment and pay-roll totals are based, together with the total number of wage earners on the pay rolls of these establishments during the pay period ending nearest October 15, and the amount of their weekly earnings in October, the per cents of change over the month and the year interval, and the index numbers of employment and pay-roll totals in October, 1931.

The monthly per cents of change in employment and earnings for each of the 54 separate industries are computed by direct comparison of the total number of employees and the amount of weekly earnings in identical establishments for the two months considered. The per cents of change over the year interval in the separate industries, the group indexes, and the general indexes are computed from the index numbers of employment and pay-roll totals. The per cents of change over the month interval in the several groups and in the total of the 54 manufacturing industries are computed from the index numbers of these groups, which are obtained by weighting the index numbers of the several industries in the groups by the number of employees or wages paid in the industries.

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TABLE 1.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN IDENTICAL MANUFACTURING ESTABLISHMENTS IN SEPTEMBER AND OCTOBER, 1931, PER CENT OF CHANGE OVER A YEAR INTERVAL, AND INDEX NUMBERS OF EMPLOYMENT AND PAY-ROLL TOTALS, OCTOBER, 1931

Industry	Establishments reporting in both September and October, 1931	Employment			Pay-roll totals				Index numbers, October, 1931 (Average 1926=100)	
		Number on pay-roll, October, 1931	Per cent of change		Amount of pay roll (1 week) October, 1931	Per cent of change		Employment	Pay-roll totals	
			September to October, 1931	October, 1930, to October, 1931		September to October, 1931	October, 1930, to October, 1931			
<b>Food and kindred products.</b>	<b>2,166</b>	<b>221,901</b>	<b>-0.4</b>	<b>-5.8</b>	<b>\$5,304,984</b>	<b>-1.8</b>	<b>-12.8</b>	<b>89.0</b>	<b>83.6</b>	
Slaughtering and meat packing.....	211	83,950	+0.8	-5.4	2,063,430	-0.5	-13.0	89.0	84.9	
Confectionery.....	318	38,248	+3.9	-2.4	648,166	+1.0	-10.6	93.0	83.4	
Ice cream.....	361	11,934	-11.6	-8.8	368,062	-12.8	-14.3	76.7	71.8	
Flour.....	419	15,904	-0.4	-8.9	393,438	+0.8	-15.5	88.5	84.0	
Baking.....	844	66,388	-1.1	-6.2	1,648,473	-1.8	-12.3	90.1	85.1	
Sugar refining, cane.....	13	6,477	-3.6	-8.6	183,415	-5.4	-15.3	79.8	75.4	
<b>Textiles and their products.</b>	<b>2,413</b>	<b>542,472</b>	<b>-2.9</b>	<b>-5.1</b>	<b>8,731,165</b>	<b>-5.1</b>	<b>-16.3</b>	<b>76.0</b>	<b>61.7</b>	
Cotton goods.....	522	185,901	-1.8	-0.5	2,351,386	-3.8	-10.0	74.1	60.1	
Hosiery and knit goods.....	350	90,277	+3.6	-2.9	1,394,978	+4.7	-18.2	84.5	70.6	
Silk goods.....	251	50,705	+5.1	-8.5	891,447	+5.5	-17.8	73.0	62.4	
Woolen and worsted goods.....	186	47,624	-15.7	-7.4	885,277	-14.9	-14.2	68.6	58.1	
Carpets and rugs.....	30	16,759	-0.4	-6.3	324,220	-3.2	-16.4	69.5	50.9	
Dyeing and finishing textiles.....	126	33,855	-3.6	-9.3	735,439	-7.4	-18.4	82.9	70.9	
Clothing, men's.....	346	60,918	-3.5	(1)	1,052,402	-7.5	-8.7	77.0	54.8	
Shirts and collars.....	108	17,768	+1.7	-2.8	221,335	-3.3	-16.4	75.9	57.0	
Clothing, women's.....	368	25,800	-6.1	-17.2	616,922	-8.4	-28.3	80.2	67.4	
Millinery and lace goods.....	126	12,865	-5.5	-9.5	248,159	-12.2	-19.4	75.2	60.0	
<b>Iron and steel and their products.</b>	<b>1,987</b>	<b>470,111</b>	<b>-2.9</b>	<b>-22.3</b>	<b>9,241,946</b>	<b>-2.7</b>	<b>-41.6</b>	<b>60.3</b>	<b>40.0</b>	
Iron and steel.....	196	195,059	-3.3	-18.9	3,551,900	-5.2	-45.6	63.5	38.3	
Cast-iron pipe.....	38	8,114	-4.1	-21.5	135,406	-2.7	-41.3	51.1	36.7	
Structural ironwork.....	174	21,817	-5.4	-25.2	487,628	-9.5	-41.3	65.6	49.0	
Foundry and machine-shop products.....	1,096	161,511	-3.3	-25.7	3,319,494	-1.8	-40.7	58.1	39.9	
Hardware.....	102	25,052	+0.4	-16.1	456,664	+7.2	-31.0	61.8	42.2	
Machine tools.....	148	17,713	-2.4	-36.7	404,485	+1.0	-44.1	54.4	40.2	
Steam fittings and steam apparatus.....	106	23,630	+4.6	-15.1	500,691	+11.7	-31.9	53.4	38.3	
Stoves.....	127	17,215	+0.7	-13.0	385,678	+1.3	-25.1	64.3	48.7	
<b>Lumber and its products.</b>	<b>1,492</b>	<b>159,124</b>	<b>-1.8</b>	<b>-22.2</b>	<b>2,645,202</b>	<b>-5.3</b>	<b>-36.9</b>	<b>49.8</b>	<b>37.4</b>	
Lumber, sawmills.....	692	86,146	-2.8	-26.1	1,322,256	-8.2	-42.3	45.7	33.2	
Lumber, millwork.....	358	22,154	-2.7	-18.5	407,583	-5.6	-33.1	48.0	36.6	
Furniture.....	442	50,824	+0.1	-15.5	915,363	-1.1	-29.8	61.5	46.3	
<b>Leather and its products.</b>	<b>442</b>	<b>126,867</b>	<b>-6.0</b>	<b>-4.7</b>	<b>2,100,961</b>	<b>-16.5</b>	<b>-19.0</b>	<b>78.3</b>	<b>54.6</b>	
Leather.....	146	25,483	-3.7	-10.3	567,139	-7.1	-17.3	74.6	65.6	
Boots and shoes.....	296	101,384	-6.5	-3.4	1,533,822	-19.4	-19.5	79.2	51.5	
<b>Paper and printing.</b>	<b>1,773</b>	<b>225,007</b>	<b>+0.7</b>	<b>-7.3</b>	<b>6,683,957</b>	<b>+1.2</b>	<b>-13.1</b>	<b>89.0</b>	<b>84.9</b>	
Paper and pulp.....	393	77,298	+0.1	-8.5	1,687,191	+1.9	-21.1	79.6	65.4	
Paper boxes.....	305	24,430	+1.9	-7.4	523,990	+6.5	-13.0	84.7	82.8	
Printing, book and job.....	629	52,676	-0.7	-10.8	1,635,171	-1.3	-17.1	85.3	79.8	
Printing, newspapers and periodicals.....	446	73,603	+2.0	-2.9	2,837,605	+1.8	-5.0	105.1	105.0	
<b>Chemicals and allied products.</b>	<b>472</b>	<b>86,632</b>	<b>-0.5</b>	<b>-17.2</b>	<b>2,406,437</b>	<b>-0.4</b>	<b>-20.8</b>	<b>73.9</b>	<b>71.5</b>	
Chemicals.....	162	32,762	+0.4	-9.5	869,953	+2.1	-11.4	85.5	82.2	
Fertilizers.....	208	7,238	-2.2	-39.2	109,176	-6.1	-46.7	49.0	41.3	
Petroleum refining.....	102	46,632	-1.6	-20.2	1,427,308	-2.6	-26.1	68.8	66.6	
<b>Stone, clay, and glass products.</b>	<b>1,119</b>	<b>99,447</b>	<b>-4.5</b>	<b>-19.4</b>	<b>1,999,839</b>	<b>-5.1</b>	<b>-33.8</b>	<b>57.1</b>	<b>43.1</b>	
Cement.....	114	17,431	-2.2	-23.2	406,619	-5.9	-37.3	56.9	45.3	
Brick, tile, and terra cotta.....	708	24,728	-7.9	-30.2	407,610	-10.5	-49.3	43.2	27.6	
Pottery.....	111	16,481	-0.4	-10.1	318,379	+6.7	-23.4	73.5	55.2	
Glass.....	186	40,807	-4.1	-9.3	867,231	-5.6	-20.2	69.3	58.0	

1 No change.



TABLE 1.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN IDENTICAL MANUFACTURING ESTABLISHMENTS IN SEPTEMBER AND OCTOBER, 1931, PER CENT OF CHANGE OVER A YEAR INTERVAL, AND INDEX NUMBERS OF EMPLOYMENT AND PAY-ROLL TOTALS, OCTOBER, 1931—Continued

Industry	Estab- lish- ments report- ing in both Sep- tember and Octo- ber, 1931	Employment			Pay-roll totals			Index num- bers, Octo- ber, 1931 (Ave- rage 1926= 100)	
		Number on pay roll, Octo- ber, 1931	Per cent of change		Amount of pay roll (1 week) October, 1931	Per cent of change		Em- p- loy- ment	Pay- roll totals
			Sep- tem- ber to Oc- tober, 1931	Octo- ber, 1930, to Oc- tober, 1931		Sep- tem- ber to Oc- tober, 1931	Octo- ber, 1930, to Oc- tober, 1931		
<b>Metal products; other than iron or steel</b>	<b>253</b>	<b>43,909</b>	<b>-1.8</b>	<b>-11.8</b>	<b>\$863,633</b>	<b>-2.0</b>	<b>-26.6</b>	<b>65.2</b>	<b>49.1</b>
Stamped and enameled ware	87	16,359	-2.2	-6.7	311,529	-3.1	-21.2	69.2	54.5
Brass, bronze, and copper products	166	27,550	-1.6	-14.2	552,104	-1.4	-28.8	63.3	47.0
<b>Tobacco products</b>	<b>221</b>	<b>60,007</b>	<b>+0.5</b>	<b>-9.1</b>	<b>855,333</b>	<b>+3.2</b>	<b>-17.0</b>	<b>81.8</b>	<b>68.5</b>
Chewing and smoking tobacco and snuff	27	8,586	+3.1	-4.0	130,513	+3.9	-2.1	84.9	78.0
Cigars and cigarettes	194	51,421	+0.1	-9.8	724,820	+3.0	-18.7	81.4	67.3
<b>Vehicles for land transportation</b>	<b>1,223</b>	<b>306,035</b>	<b>-11.8</b>	<b>-23.7</b>	<b>7,889,514</b>	<b>-1.4</b>	<b>-28.5</b>	<b>52.2</b>	<b>43.7</b>
Automobiles	216	198,175	-20.9	-27.4	5,044,442	-0.4	-29.0	51.7	40.3
Carriages and wagons	48	675	-7.7	-36.5	13,530	-9.1	-39.7	33.6	33.2
Car building and repairing electric-railroad	443	24,748	-0.5	-15.1	722,602	+1.6	-18.0	72.0	67.5
Car building and repairing steam-railroad	516	82,437	-2.9	-20.6	2,108,940	-2.4	-28.8	51.4	45.5
<b>Miscellaneous industries</b>	<b>493</b>	<b>238,924</b>	<b>-1.8</b>	<b>-19.6</b>	<b>5,713,711</b>	<b>-0.9</b>	<b>-29.5</b>	<b>69.9</b>	<b>57.3</b>
Agricultural implements	80	8,728	+3.1	-54.7	173,699	+1.6	-59.1	32.0	23.5
Electric machinery, apparatus, and supplies	222	135,877	-2.1	-19.9	3,343,962	-2.4	-31.6	75.6	62.7
Pianos and organs	58	3,979	-2.5	-37.3	95,861	-4.4	-46.1	31.4	23.6
Rubber boots and shoes	10	13,196	-(?)	-8.2	251,655	-0.2	-11.2	69.5	57.0
Automobile tires and inner tubes	38	44,822	-2.7	-6.3	979,921	-2.0	-20.4	65.5	47.1
Shipbuilding	85	32,322	-0.8	-18.8	868,613	+5.9	-22.7	89.8	82.0
<b>Total—54 industries used in computing index numbers of employment and pay roll</b>	<b>14,054</b>	<b>2,583,436</b>	<b>-3.3</b>	<b>-14.4</b>	<b>54,436,682</b>	<b>-3.1</b>	<b>-26.1</b>	<b>67.3</b>	<b>53.7</b>

<sup>2</sup> Less than one-tenth of 1 per cent.

The trend of employment and earnings in 31 additional manufacturing industries, surveyed but not yet included in the bureau's weighted indexes of employment and pay-roll totals, is shown in Table 2, following. The combined total of these industries shows an increase of 2.1 per cent in number of employees from September to October and a gain of 3.8 per cent in pay-roll totals. The per cents of change for the combined total of these industries are unweighted and represent only the changes in the total number of establishments reported. These 31 industries have been added to the bureau's employment survey at various times since February, 1929. Information for the base year (1926) however is not available and therefore they can not be combined with the 54 manufacturing industries upon which the bureau's indexes of employment and earnings are based.

Ten of the thirty-one industries in this group reported gains in number of employees in October, as compared with September, and

20 industries showed increased weekly pay-roll totals. The outstanding increases in employment over the month interval were seasonal gains in the beet sugar and cottonseed products industries. The men's furnishing goods industry reported a gain of 8.9 per cent in employment and the copper, lead, and zinc smelting and refining industry reported a gain of 4.8 per cent. The rayon industry showed practically unchanged employment from September to October. Decreases in employment of slightly more than 7.0 per cent were shown in the aircraft, butter, and turpentine and rosin industries. A comparison of employment and pay-roll totals over the year period is available for 9 of these 31 industries. Employment in 8 of these industries was below the level of the corresponding month of the previous year. The rayon industry alone showed a slight gain in employment in this year-to-year comparison; the outstanding decrease in employment in the remaining industries (44.0 per cent) was reported in the radio industry.

TABLE 2.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN OCTOBER, 1931, WITH SEPTEMBER, 1931, AND OCTOBER, 1930, IN SPECIFIED MANUFACTURING INDUSTRIES, FOR WHICH DATA FOR THE INDEX-BASE YEAR (1926) ARE NOT AVAILABLE

Industry	Estab-lishments reporting in both Sept. and Oct., 1931	Employment			Pay-roll totals		
		Number on pay roll, October, 1931	Per cent of change		Amount of pay roll (1 week), October, 1931	Per cent of change	
			Sept. to Oct., 1931	Oct., 1930, to Oct., 1931		Sept. to Oct., 1931	Oct., 1930, to Oct., 1931
Aircraft.....	43	6,984	-7.8	-27.2	\$225,833	-6.1	-29.5
Aluminum manufactures.....	19	2,917	-1.2	(1)	57,314	-16.2	(1)
Beet sugar.....	57	14,719	+223.7	-10.8	282,217	+132.4	-15.9
Beverages.....	304	11,570	-6.2	-7.4	322,415	-11.1	-13.3
Bolts, nuts, washers, and rivets.....	67	8,459	+0.6	(1)	156,931	-0.2	(1)
Butter.....	236	5,922	-7.2	(1)	142,248	-8.1	(1)
Cash registers, adding machines, and calculating machines.....	47	15,816	-1.8	-14.0	406,967	+5.6	-27.2
Clocks, time-recording devices, and clock movements.....	25	7,516	+1.3	(1)	147,354	+0.6	(1)
Corsets and allied garments.....	26	4,691	-1.7	(1)	81,407	+9.1	(1)
Cottonseed oil, cake, and meal.....	24	1,375	+32.3	(1)	19,891	+28.1	(1)
Cotton, small wares.....	94	7,644	-1.5	(1)	137,643	+1.5	(1)
Cutlery (not including silver and plated cutlery) and edge tools.....	113	8,006	+0.5	(1)	155,205	+9.2	(1)
Forgings, iron and steel.....	38	4,123	-2.0	(1)	74,695	+2.8	(1)
Gas and electric fixtures, lamps, lanterns, and reflectors.....	50	5,670	-4.0	(1)	142,274	-3.2	(1)
Jewelry.....	150	13,048	-0.6	-18.3	281,781	+1.4	-26.1
Hats, fur-felt.....	25	4,726	-8.7	(1)	81,699	-26.1	(1)
Marble, granite, slate, and other stone products.....	220	7,299	-5.1	(1)	195,042	-3.1	(1)
Men's furnishing goods.....	77	5,621	+8.9	(1)	92,643	+12.7	(1)
Paint and varnish.....	348	16,569	-0.9	-8.3	420,709	-1.5	-15.9
Plated ware.....	55	11,755	+0.4	(1)	272,319	+6.2	(1)
Plumbers' supplies.....	66	5,211	+2.5	(1)	104,847	+6.2	(1)
Radio.....	41	26,757	-2.3	-44.0	624,845	+11.9	-51.4
Rayon.....	20	25,084	(2)	+0.7	491,166	+2.6	-0.8
Rubber goods, other than boots, shoes, tires, and inner tubes.....	103	18,884	-0.6	-6.4	407,989	+5.1	-15.6
Smelting and refining copper, lead, and zinc.....	15	2,198	+4.8	(1)	46,763	+8.0	(1)
Soap.....	61	9,041	-1.1	(1)	232,875	+0.8	(1)
Tools (not including edge tools, machine tools, files, or saws).....	123	7,838	-1.6	(1)	150,428	+5.8	(1)
Tin cans and other tinware.....	52	7,311	-5.7	(1)	161,760	-7.6	(1)
Turpentine and rosin.....	23	1,190	-7.8	(1)	19,092	-3.9	(1)
Typewriters and supplies.....	16	8,818	-3.9	(1)	173,501	+2.3	(1)
Wirework.....	60	4,603	+0.9	(1)	104,350	+3.2	(1)
<b>Total.....</b>	<b>2,598</b>	<b>281,365</b>	<b>+2.1</b>	<b>(1)</b>	<b>6,214,023</b>	<b>+3.8</b>	<b>(1)</b>

<sup>1</sup> Data not available.

<sup>2</sup> Less than one-tenth of 1 per cent.

The total number of employees and amount of earnings in the October, 1931, comparison shown in Table 2 have been combined with the totals of the 54 manufacturing industries shown in Table 1, in presenting the total of all manufacturing industries in the summary table, page 1.

In the following table is presented a recapitulation by geographic divisions of this total number of reporting establishments in the combined 85 manufacturing industries. Employment in the Mountain geographic division showed a marked increase in October as compared with September, due to the usual seasonal activity in the beet-sugar industry in that section. A slight increase in number of workers over the month interval was also reported in the West North Central division. In the remaining 7 divisions, decreased employment was reported, the East North Central division reporting the greatest falling-off in employment from September to October (7.8 per cent), this division being affected to a great extent by the fluctuations in the automobile industry. The level of employment and earnings in each of these 9 divisions in October, 1931, as compared with October, 1930, shows a considerable decrease over the year interval, the decrease in earnings in each instance being more pronounced than the decline in employment.

TABLE 3.—TREND OF EMPLOYMENT AND PAY-ROLL TOTALS IN MANUFACTURING ESTABLISHMENTS BY GEOGRAPHIC DIVISIONS, NUMBER OF ESTABLISHMENTS REPORTING FOR BOTH SEPTEMBER AND OCTOBER, 1931, NUMBER OF EMPLOYEES ON PAY ROLL AND AMOUNT OF WEEKLY EARNINGS IN OCTOBER, 1931, AND PERCENTS OF CHANGE OVER THE MONTH AND YEAR INTERVAL

Geographic division	Number of establishments reporting in both September and October, 1931	Number on payroll October, 1931	Per cent of change		Amount of pay roll (1 week) October, 1931	Per cent of change	
			September, 1931, to October, 1931	October, 1930, to October, 1931		September, 1931, to October, 1931	October, 1930, to October, 1931
New England.....	2,063	372,064	-3.6	-11.0	\$7,441,914	-3.6	-20.7
Middle Atlantic.....	3,933	841,674	-1.1	-15.4	19,128,504	-1.7	-27.4
East North Central.....	3,963	827,795	-7.8	-19.5	18,706,199	-1.7	-29.5
West North Central.....	1,763	159,592	+0.1	-12.5	3,450,528	-2.7	-22.2
South Atlantic.....	1,959	340,993	-0.6	-6.3	5,535,540	-1.9	-18.2
East South Central.....	700	106,022	-0.2	-11.1	1,611,318	+1.2	-23.6
West South Central.....	837	80,239	-1.8	-19.0	1,646,250	-3.6	-28.5
Mountain.....	434	33,636	+15.6	-19.1	755,640	+7.3	-21.3
Pacific.....	1,000	102,786	-1.9	-17.5	2,374,812	-3.3	-30.5
<b>All divisions.....</b>	<b>16,652</b>	<b>2,864,801</b>	<b>1-3.3</b>	<b>1-14.4</b>	<b>60,650,705</b>	<b>1-3.1</b>	<b>1-26.1</b>

<sup>1</sup> Weighted per cent of change for the combined 54 manufacturing industries, repeated from Table 1, manufacturing industries.

### Per Capita Earnings in Manufacturing Industries

ACTUAL per capita weekly earnings in October, 1931, for each of the 85 manufacturing industries surveyed by the Bureau of Labor Statistics, together with per cents of change in October, 1931, as compared with September, 1931, and October, 1930, are shown in Table 4.

Per capita earnings in October, 1931, for the combined 54 chief manufacturing industries of the United States, upon which the bu-

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reau's indexes of employment and pay rolls are based, were 0.3 per cent higher than for September, 1931, and 13.7 per cent less than for October, 1930.

The actual average per capita weekly earnings in October, 1931, for the 54 manufacturing industries were \$21.07; the average per capita earnings for all of the 85 manufacturing industries surveyed were \$21.17.

Per capita earnings given in Table 4 must not be confused with full-time weekly rates of wages. They are actual per capita weekly earnings, computed by dividing the total number of employees reported into the total amount of pay roll in the week reported, and the "number of employees" includes all persons who worked any part of the period reported—that is, part-time workers as well as full-time workers.

TABLE 4.—PER CAPITA WEEKLY EARNINGS IN MANUFACTURING INDUSTRIES IN OCTOBER, 1931, AND COMPARISON WITH SEPTEMBER, 1931, AND OCTOBER, 1930

Industry	Per capita weekly earnings in October, 1931	Per cent of change compared with—	
		September, 1931	October, 1930
<b>Food and kindred products:</b>			
Slaughtering and meat packing.....	\$24.58	-1.3	-8.2
Confectionery.....	16.95	-2.8	-8.1
Ice cream.....	30.84	-1.3	-6.1
Flour.....	24.74	+1.2	-7.5
Baking.....	25.21	-0.7	-6.6
Sugar refining, cane.....	28.32	-1.8	-7.1
<b>Textiles and their products:</b>			
Cotton goods.....	12.65	-2.1	-9.4
Hosiery and knit goods.....	15.45	+1.1	-15.5
Silk goods.....	17.57	+0.3	-10.3
Woolen and worsted goods.....	18.80	+1.0	-7.7
Carpets and rugs.....	19.35	-2.8	-10.9
Dyeing and finishing textiles.....	21.72	-4.0	-10.2
Clothing, men's.....	17.28	-4.2	-8.8
Shirts and collars.....	12.46	-4.9	-14.0
Clothing, women's.....	23.91	-2.4	-13.7
Millinery and lace goods.....	19.29	-7.1	-10.9
<b>Iron and steel and their products:</b>			
Iron and steel.....	18.21	-1.9	-32.7
Cast-iron pipe.....	16.69	+1.5	-25.4
Structural ironwork.....	22.35	-4.4	-21.7
Foundry and machine-shop products.....	20.55	+1.6	-20.3
Hardware.....	18.23	+6.7	-17.9
Machine tools.....	22.84	+3.5	-11.6
Steam fittings and steam and hot water heating apparatus.....	21.19	+6.8	-19.6
Stoves.....	22.40	+0.6	-13.8
<b>Lumber and its products:</b>			
Lumber, sawmills.....	15.35	-5.5	-22.0
Lumber, millwork.....	18.40	-3.0	-18.2
Furniture.....	18.01	-1.2	-17.2
<b>Leather and its products:</b>			
Leather.....	22.26	-3.5	-7.8
Boots and shoes.....	15.13	-13.8	-16.9
<b>Paper and printing:</b>			
Paper and pulp.....	21.83	+1.9	-13.6
Paper boxes.....	21.45	+4.6	-5.6
Printing, book and job.....	31.04	-0.6	-7.2
Printing, newspapers and periodicals.....	38.55	-0.1	-2.0
<b>Chemicals and allied products:</b>			
Chemicals.....	26.55	+1.6	-2.0
Fertilizers.....	15.08	-4.0	-12.5
Petroleum refining.....	30.61	-1.0	-7.4
<b>Stone, clay, and glass products:</b>			
Cement.....	23.33	-3.8	-18.3
Brick, tile, and terra cotta.....	16.48	-2.8	-27.3
Pottery.....	19.32	+7.2	-14.5
Glass.....	21.25	-1.6	-12.0
<b>Metal products, other than iron and steel:</b>			
Stamped and enameled ware.....	19.04	-0.9	-15.4
Brass, bronze, and copper products.....	20.04	+0.1	-17.2

TABLE 4.—PER CAPITA WEEKLY EARNINGS IN MANUFACTURING INDUSTRIES IN OCTOBER, 1931, AND COMPARISON WITH SEPTEMBER, 1931, AND OCTOBER, 1930—Con.

Industry	Per capita weekly earnings in October, 1931	Per cent of change compared with—	
		September, 1931	October, 1930
Tobacco products:			
Chewing and smoking tobacco and snuff.....	\$15.20	+0.8	+1.9
Cigars and cigarettes.....	14.10	+2.8	-10.0
Vehicles for land transportation:			
Automobiles.....	25.45	+25.9	-2.7
Carriages and wagons.....	20.04	-1.6	-5.4
Car building and repairing, electric-railroad.....	29.20	+2.1	-3.5
Car building and repairing, steam-railroad.....	25.58	+0.6	-10.3
Miscellaneous industries:			
Agricultural implements.....	19.90	-1.4	-9.5
Electrical machinery, apparatus, and supplies.....	24.61	-0.3	-14.4
Pianos and organs.....	24.09	-2.0	-14.3
Rubber boots and shoes.....	19.07	-1.1	-3.3
Automobile tires and inner tubes.....	21.86	+0.7	-15.1
Shipbuilding.....	26.87	+6.7	-4.7
Industries added since February, 1929, for which data for the index base year (1926) are not available:			
Aircraft.....	32.34	+1.9	-3.0
Aluminum manufactures.....	19.65	-15.2	
Beet sugar.....	19.17	-28.2	-5.6
Beverages.....	27.87	-5.2	-6.5
Bolts, nuts, washers, and rivets.....	18.55	-0.8	(1)
Butter.....	24.02	-1.0	(1)
Cash registers, adding machines, and calculating machines.....	25.73	+7.5	-15.2
Clocks, time-recording devices, and clock movements.....	19.61	-0.7	(1)
Corsets and allied garments.....	17.35	+10.9	(1)
Cottonseed oil, cake, and meal.....	14.47	-3.2	(1)
Cotton, small wares.....	17.98	+3.0	(1)
Cutlery (not including silver and plated cutlery) and edge tools.....	19.39	+8.7	(1)
Forgings, iron and steel.....	18.12	+4.9	(1)
Gas and electric fixtures, lamps, lanterns, and reflectors.....	25.09	+0.8	(1)
Hats, fur-felt.....	17.29	-19.0	(1)
Jewelry.....	21.60	+2.0	-9.6
Marble, granite, slate, and other stone products.....	26.72	+2.0	(1)
Men's furnishing goods.....	16.48	+3.5	(1)
Paint and varnish.....	25.39	-0.6	-8.0
Plated ware.....	23.17	+5.8	(1)
Plumbers' supplies.....	20.12	+3.6	(1)
Radio.....	23.35	+14.6	-13.3
Rayon.....	19.58	+2.6	-1.3
Rubber goods, other than boots, shoes, tires, and inner tubes.....	21.61	+5.8	-9.5
Smelting and refining, copper, lead, and zinc.....	21.28	+3.1	(1)
Soap.....	25.76	+1.9	(1)
Tools (not including edge tools, machine tools, files, or saws).....	19.19	+7.5	(1)
Tin cans and other tinware.....	22.13	-2.0	(1)
Turpentine and rosin.....	16.04	+4.2	(1)
Typewriters and supplies.....	19.68	+6.5	(1)
Wirework.....	22.67	+2.3	(1)

<sup>1</sup> Data not available.

### Index Numbers of Employment and Pay-Roll Totals in Manufacturing Industries

TABLE 5 shows the general index of employment in manufacturing industries and the general index of pay-roll totals, by months, from January, 1923, to October, 1931, together with the average indexes of each of the years 1923 to 1930, inclusive.

In computing these general indexes of employment and earnings the index numbers of the separate industries are weighted according to the relative importance of the 54 industries included.



TABLE 5.—GENERAL INDEXES OF EMPLOYMENT AND PAY-ROLL TOTALS IN MANUFACTURING INDUSTRIES, JANUARY, 1923, TO OCTOBER, 1931

[Monthly average, 1926=100]

Month	Employment										Pay-roll totals									
	1923	1924	1925	1926	1927	1928	1929	1930	1931	1923	1924	1925	1926	1927	1928	1929	1930	1931		
Jan. . .	106.6	103.8	97.9	100.4	97.3	91.6	95.2	90.2	73.1	95.8	98.6	93.9	98.0	94.9	89.6	94.5	87.6	62.3		
Feb. . .	108.4	105.1	99.7	101.5	99.0	93.0	97.4	90.3	74.1	99.4	103.8	99.3	102.2	100.6	93.9	101.8	90.7	67.0		
Mar. . .	110.8	104.9	100.4	102.0	99.5	93.7	98.6	89.8	74.8	104.7	103.3	100.8	103.4	102.0	95.2	103.9	90.8	68.5		
Apr. . .	110.8	102.8	100.2	101.0	98.6	93.3	99.1	89.1	74.5	105.7	101.1	98.3	101.5	100.8	93.8	104.6	89.8	67.4		
May. . .	110.8	98.8	98.9	99.8	97.6	93.0	99.2	87.7	74.1	109.4	96.5	98.5	99.8	99.8	94.1	104.8	87.6	66.6		
June. . .	110.9	95.6	98.0	99.3	97.0	93.1	98.8	85.5	72.2	109.3	90.8	95.7	99.7	97.4	94.2	102.8	84.1	62.5		
July. . .	109.2	92.3	97.2	97.7	95.0	92.2	98.2	81.6	70.4	104.3	84.3	93.5	95.2	93.0	91.2	98.2	75.9	59.1		
Aug. . .	108.5	92.5	97.8	98.7	95.1	93.6	98.6	79.9	70.0	103.7	87.2	95.4	98.7	95.0	94.2	102.1	73.9	58.5		
Sept. . .	108.6	94.3	98.9	100.3	95.8	95.0	99.3	79.7	69.6	104.4	89.8	94.4	99.3	94.1	95.4	102.6	74.2	55.4		
Oct. . .	108.1	95.6	100.4	100.7	95.3	95.9	98.3	78.6	67.3	106.8	92.4	100.4	102.9	95.2	99.0	102.3	72.7	53.7		
Nov. . .	107.4	95.5	100.7	99.5	93.5	95.4	94.8	76.5	-----	105.4	91.4	100.4	99.6	91.6	96.1	95.1	68.3	-----		
Dec. . .	105.4	97.3	100.8	98.9	92.6	95.5	91.9	75.1	-----	103.2	95.7	101.6	99.8	93.2	97.7	92.0	67.4	-----		
Av. . .	108.8	98.2	99.2	100.0	96.4	93.8	97.5	83.7	72.0	104.3	94.6	97.7	100.0	96.5	94.5	100.4	80.3	62.1		

<sup>1</sup> Average for 10 months.

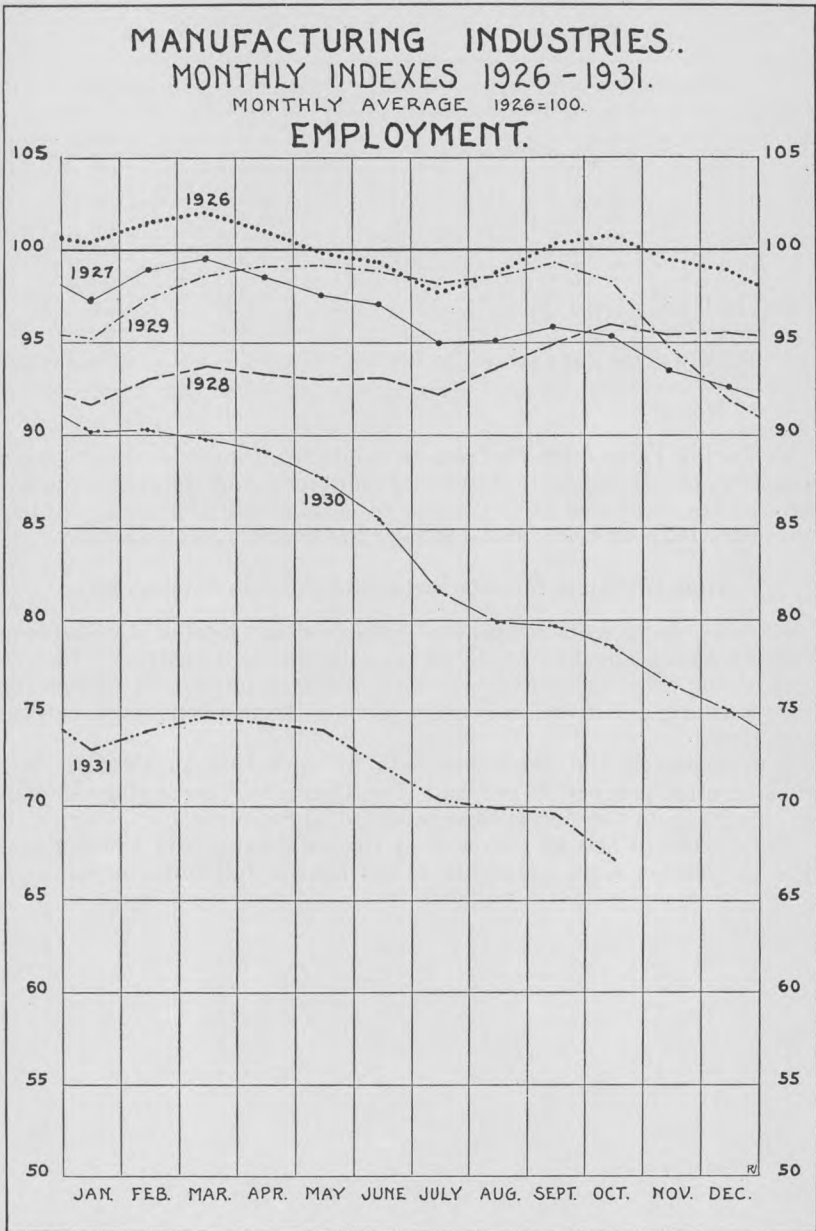
Following Table 5 are two charts, made from index numbers, which represent the 54 separate industries combined and show the course of pay-roll totals as well as the course of employment for each month of the years 1926 to 1930, and January to October, 1931, inclusive.

#### Time Worked in Manufacturing Industries in October, 1931

REPORTS as to working time of employees in October were received from 12,268 establishments in 64 manufacturing industries. Two per cent of the establishments were idle, while employees in 52 per cent were working full time, and employees in 46 per cent were working part time.

Employees in the establishments in operation in October were working an average of 88 per cent of full time, this percentage showing no change from the percentage reported in September.

Employees in the 46 per cent of the establishments working part time in October were averaging 74 per cent of full-time operation.



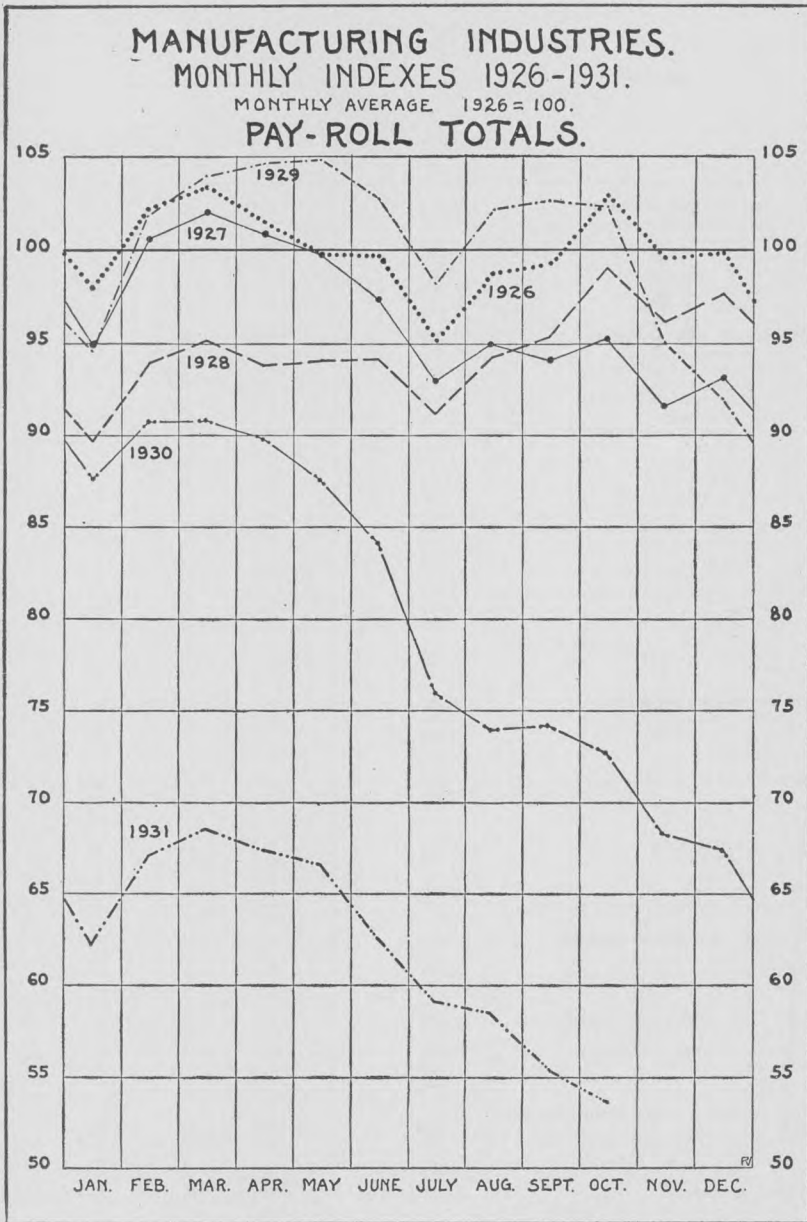


TABLE 6.—PROPORTION OF FULL TIME WORKED IN MANUFACTURING INDUSTRIES BY ESTABLISHMENTS REPORTING IN OCTOBER, 1931

Industry	Establishments reporting—		Per cent of establishments in which employees worked—		Average per cent of full time reported by—	
	Total number	Per cent idle	Full time	Part time	All operating establishments	Establishments operating part time
<b>Food and kindred products</b> .....	<b>1,751</b>	<b>1</b>	<b>78</b>	<b>21</b>	<b>96</b>	<b>82</b>
Slaughtering and meat packing.....	167	-----	74	26	97	89
Confectionery.....	266	1	61	38	93	81
Ice cream.....	276	( <sup>1</sup> )	72	27	96	85
Flour.....	365	1	73	25	94	76
Baking.....	666	( <sup>1</sup> )	91	9	99	84
Sugar refining, cane.....	11	-----	45	55	92	85
<b>Textiles and their products</b> .....	<b>1,926</b>	<b>3</b>	<b>61</b>	<b>36</b>	<b>91</b>	<b>76</b>
Cotton goods.....	465	3	52	44	88	75
Hosiery and knit goods.....	288	3	61	36	92	78
Silk goods.....	235	1	76	23	94	75
Woolen and worsted goods.....	168	4	54	42	89	74
Carpets and rugs.....	22	5	41	55	87	78
Dyeing and finishing textiles.....	117	-----	44	56	88	78
Clothing, men's.....	261	3	67	30	94	80
Shirts and collars.....	79	1	71	28	95	84
Clothing, women's.....	214	7	73	20	95	75
Millinery and lace goods.....	87	2	52	46	89	77
<b>Iron and steel and their products</b> .....	<b>1,663</b>	<b>1</b>	<b>22</b>	<b>77</b>	<b>74</b>	<b>66</b>
Iron and steel.....	141	6	24	70	75	67
Cast-iron pipe.....	34	12	6	82	55	52
Structural ironwork.....	157	-----	27	73	84	77
Foundry and machine-shop products.....	930	1	23	76	73	64
Hardware.....	57	-----	9	91	69	66
Machine tools.....	125	2	17	82	73	67
Steam fittings and steam and hot-water heating apparatus.....	102	-----	20	80	73	67
Stoves.....	117	-----	26	74	79	72
<b>Lumber and its products</b> .....	<b>1,146</b>	<b>2</b>	<b>38</b>	<b>61</b>	<b>82</b>	<b>71</b>
Lumber, sawmills.....	509	3	34	63	80	70
Lumber, millwork.....	304	1	34	65	83	73
Furniture.....	333	1	46	53	85	72
<b>Leather and its products</b> .....	<b>381</b>	<b>(<sup>1</sup>)</b>	<b>41</b>	<b>58</b>	<b>83</b>	<b>71</b>
Leather.....	122	-----	56	44	90	78
Boots and shoes.....	259	1	35	65	80	69
<b>Paper and printing</b> .....	<b>1,514</b>	<b>(<sup>1</sup>)</b>	<b>60</b>	<b>40</b>	<b>92</b>	<b>80</b>
Paper and pulp.....	309	1	41	58	85	75
Paper boxes.....	267	( <sup>1</sup> )	47	52	91	82
Printing, book and job.....	552	-----	55	45	92	82
Printing, newspapers and periodicals.....	386	-----	91	9	99	90
<b>Chemicals and allied products</b> .....	<b>351</b>	<b>1</b>	<b>68</b>	<b>31</b>	<b>93</b>	<b>78</b>
Chemicals.....	128	1	65	34	92	78
Fertilizers.....	153	3	60	37	91	77
Petroleum refining.....	70	-----	89	11	99	90
<b>Stone, clay, and glass products</b> .....	<b>723</b>	<b>12</b>	<b>52</b>	<b>37</b>	<b>88</b>	<b>72</b>
Cement.....	92	10	79	11	96	70
Brick, tile, and terra cotta.....	407	16	42	42	85	70
Pottery.....	103	3	42	55	85	73
Glass.....	121	5	72	23	95	81
<b>Metal products, other than iron and steel</b> .....	<b>206</b>	<b>(<sup>1</sup>)</b>	<b>31</b>	<b>69</b>	<b>83</b>	<b>75</b>
Stamped and enameled ware.....	75	-----	40	60	89	81
Brass, bronze, and copper products.....	131	1	25	74	80	73
<b>Tobacco products</b> .....	<b>204</b>	<b>(<sup>1</sup>)</b>	<b>33</b>	<b>67</b>	<b>84</b>	<b>77</b>
Chewing and smoking tobacco, and snuff.....	26	-----	54	46	93	84
Cigars and cigarettes.....	178	1	30	70	83	76

<sup>1</sup> Less than one-half of 1 per cent.

TABLE 6.—PROPORTION OF FULL TIME WORKED IN MANUFACTURING INDUSTRIES BY ESTABLISHMENTS REPORTING IN OCTOBER, 1931—Continued

Industry	Establishments reporting—		Per cent of establishments in which employees worked—		Average per cent of full time reported by—	
	Total number	Per cent idle	Full time	Part time	All operating establishments	Establishments operating part time
<b>Vehicles for land transportation.....</b>	<b>1,012</b>	<b>(1)</b>	<b>47</b>	<b>52</b>	<b>88</b>	<b>76</b>
Automobiles.....	164	1	29	70	76	66
Carriages and wagons.....	39	3	46	51	87	75
Car building and repairing, electric-railroad.....	357		74	26	96	86
Car building and repairing, steam-railroad.....	452	(1)	33	67	85	77
<b>Miscellaneous industries.....</b>	<b>396</b>	<b>2</b>	<b>31</b>	<b>67</b>	<b>84</b>	<b>76</b>
Agricultural implements.....	72	8	31	61	82	74
Electrical machinery, apparatus, and supplies.....	159		18	82	82	78
Pianos and organs.....	46		17	83	77	72
Rubber boots and shoes.....	7		43	57	95	91
Automobile tires and inner tubes.....	33		18	82	78	73
Shipbuilding.....	79	1	71	28	95	82
<b>Industries added in 1929 and 1930.....</b>	<b>995</b>	<b>(1)</b>	<b>63</b>	<b>37</b>	<b>91</b>	<b>75</b>
Radio.....	36		75	25	96	85
Rayon.....	12		58	42	92	82
Aircraft.....	42	2	67	31	91	70
Jewelry.....	126		40	60	85	74
Paint and varnish.....	315		60	40	91	77
Rubber goods, other than boots, shoes, tires, and inner tubes.....	93		49	51	88	76
Beet sugar.....	50	2	92	6	98	70
Beverages.....	269		75	25	93	72
Cash registers.....	40		53	48	87	72
Typewriters and supplies.....	12		50	50	78	57
<b>Total.....</b>	<b>12,268</b>	<b>2</b>	<b>52</b>	<b>46</b>	<b>88</b>	<b>74</b>

<sup>1</sup> Less than one-half of 1 per cent.

### Employment in Nonmanufacturing Industries in October, 1931

IN THE following table are presented, by geographic divisions, data for 14 groups of nonmanufacturing industries, the totals for which also appear in the summary of employment and pay-roll totals, page 1.

Three of these groups reported increased employment and pay-roll totals in October, as compared with September. In continuation of seasonal expansion, employment in anthracite mining showed a gain of 8.5 per cent, coupled with an increase of 40.4 per cent in earnings. This considerable gain in pay-roll totals was due to the increased production during the October pay period, together with the fact that the September pay period included the general Labor Day shutdown. The bituminous coal mining industry also reported gains in both items, 1.1 per cent in employment and 4.8 per cent in earnings. Retail trade reflected the usual seasonal trend with a gain of 3.7 per cent in number of employees in October as compared with September, and an increase of 1.3 per cent in employees' earnings. The remaining 11 industrial groups reported both decreased employment and pay-roll totals from September to October, the greatest decreases being shown in the canning and preserving industry, which, due to the closing of the vegetable-canning season, reported a decline of 40 per cent in both employment and pay-roll totals. The metalliferous-mining and



the quarrying and nonmetallic-mining groups reported losses in employment of slightly more than 3 per cent, while the decreases in the remaining 8 groups were 2.3 per cent or less.

Following this monthly comparison of employment and earnings in September and October, 1931, will be found a tabulation showing the per cent of change in these nonmanufacturing industrial groups over a year interval, where data are available.

TABLE 1.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN IDENTICAL **NONMANUFACTURING** ESTABLISHMENTS IN SEPTEMBER AND OCTOBER, 1931, BY INDUSTRIES

Geographic division	Estab-lish-ments	Number on pay roll		Per cent of change	Amount of pay roll (1 week)		Per cent of change
		Septem-ber, 1931	October, 1931		Septem-ber, 1931	October, 1931	
<i>Anthracite mining</i>							
<b>Middle Atlantic</b> .....	<b>160</b>	<b>109,390</b>	<b>118,719</b>	<b>+8.5</b>	<b>\$2,575,722</b>	<b>\$3,617,307</b>	<b>+40.4</b>
<i>Bituminous coal mining</i>							
Middle Atlantic.....	418	57,090	57,148	+0.1	\$873,521	\$940,637	+7.7
East North Central.....	161	31,007	31,345	+1.1	599,464	614,066	+2.4
West North Central.....	54	4,655	5,113	+9.8	84,714	99,098	+17.0
South Atlantic.....	328	50,940	51,644	+1.4	934,194	950,575	+1.8
East South Central.....	231	42,916	42,273	-1.5	624,754	611,640	-2.1
West South Central.....	23	1,655	1,471	-11.1	26,678	25,326	-5.1
Mountain.....	121	13,663	15,262	+11.7	330,802	403,551	+22.0
Pacific.....	11	1,571	1,534	-2.4	39,726	38,850	-2.2
<b>All divisions</b> .....	<b>1,347</b>	<b>203,497</b>	<b>205,790</b>	<b>+1.1</b>	<b>3,513,853</b>	<b>3,683,743</b>	<b>+4.8</b>
<i>Metalliferous mining</i>							
Middle Atlantic.....	6	542	526	-3.0	\$10,325	\$10,556	+2.2
East North Central.....	45	10,003	9,875	-1.3	160,944	150,665	-6.4
West North Central.....	56	6,006	5,724	-4.7	148,944	134,110	-10.0
East South Central.....	10	2,214	2,167	-2.1	33,692	30,372	-9.9
West South Central.....	32	1,286	1,243	-3.3	23,951	22,443	-6.3
Mountain.....	90	13,946	13,448	-3.6	357,794	336,718	-5.9
Pacific.....	24	2,171	2,117	-2.5	60,653	60,468	-0.3
<b>All divisions</b> .....	<b>263</b>	<b>36,168</b>	<b>35,100</b>	<b>-3.0</b>	<b>796,303</b>	<b>745,332</b>	<b>-6.4</b>
<i>Quarrying and nonmetallic mining</i>							
New England.....	100	4,026	3,887	-3.5	\$94,003	\$92,175	-1.9
Middle Atlantic.....	125	6,595	6,343	-3.8	143,888	133,818	-7.0
East North Central.....	194	6,040	5,982	-1.0	131,628	123,394	-6.3
West North Central.....	106	1,929	1,890	-2.0	43,124	40,250	-6.7
South Atlantic.....	96	5,025	4,689	-6.7	78,394	70,408	-10.2
East South Central.....	65	3,084	2,993	-3.0	42,410	43,158	+1.8
West South Central.....	46	1,606	1,607	+0.1	34,845	36,328	+4.3
Mountain.....	6	68	71	+4.4	2,231	2,565	+15.0
Pacific.....	41	1,184	1,158	-2.2	31,218	30,856	-1.2
<b>All divisions</b> .....	<b>779</b>	<b>29,557</b>	<b>28,620</b>	<b>-3.2</b>	<b>601,741</b>	<b>572,952</b>	<b>-4.8</b>
<i>Crude petroleum producing</i>							
Middle Atlantic.....	25	404	413	+2.2	\$11,235	\$11,705	+4.2
East North Central.....	20	298	300	+0.7	5,987	6,070	+1.4
West North Central.....	27	924	926	+0.2	22,860	23,286	+1.9
South Atlantic.....	9	391	449	+14.8	9,839	11,138	+13.2
East South Central.....	8	188	182	-3.2	4,040	3,834	-5.1
West South Central.....	126	16,205	15,644	-3.5	536,417	536,193	-(1)
Mountain.....	13	252	264	+4.8	8,199	8,528	+4.0
Pacific.....	38	4,988	5,185	+3.7	188,622	175,513	-6.9
<b>All divisions</b> .....	<b>266</b>	<b>23,660</b>	<b>23,363</b>	<b>-1.3</b>	<b>787,199</b>	<b>776,267</b>	<b>-1.4</b>

See footnotes at end of table.

TABLE 1.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN IDENTICAL NONMANUFACTURING ESTABLISHMENTS IN SEPTEMBER AND OCTOBER, 1931, BY INDUSTRIES—Continued

Geographic division	Estab-lish-ments	Number on pay roll		Per cent of change	Amount of pay roll (1 week)		Per cent of change
		Septem-ber, 1931	October, 1931		Septem-ber, 1931	October, 1931	
<i>Telephone and telegraph</i>							
New England.....	731	27,540	27,189	-1.3	\$875,939	\$865,769	-1.2
Middle Atlantic.....	1,266	96,323	95,516	-0.8	3,166,858	3,152,742	-0.4
East North Central.....	1,373	66,696	66,189	-0.8	1,832,257	1,827,259	-0.3
West North Central.....	1,250	27,912	27,345	-2.0	704,661	696,677	-1.1
South Atlantic.....	558	19,656	19,370	-1.5	545,927	539,099	-1.3
East South Central.....	654	9,701	9,525	-1.8	216,121	212,126	-1.8
West South Central.....	696	17,200	16,885	-1.8	396,660	394,800	-0.5
Mountain.....	506	6,919	6,912	-0.1	174,480	174,421	-(.1)
Pacific.....	891	29,368	29,009	-1.2	906,460	908,139	+0.2
<b>All divisions.....</b>	<b>7,925</b>	<b>301,315</b>	<b>297,941</b>	<b>-1.1</b>	<b>8,819,363</b>	<b>8,771,032</b>	<b>-0.5</b>
<i>Power, light, and water</i>							
New England.....	255	21,977	21,730	-1.1	\$704,794	\$695,150	-1.4
Middle Atlantic.....	327	59,874	59,075	-1.3	1,971,958	1,966,464	-0.3
East North Central.....	352	55,659	53,502	-3.9	1,763,776	1,722,914	-2.3
West North Central.....	418	25,045	24,543	-2.0	709,231	704,847	-0.6
South Atlantic.....	272	21,207	20,838	-1.7	648,450	636,188	-1.9
East South Central.....	168	6,515	6,288	-3.5	161,859	161,185	-0.4
West South Central.....	556	16,227	16,051	-1.1	433,377	430,284	-0.7
Mountain.....	133	5,837	5,862	+0.4	175,213	180,030	+2.7
Pacific.....	747	18,309	17,956	-1.9	591,844	579,638	-2.1
<b>All divisions.....</b>	<b>3,228</b>	<b>230,650</b>	<b>225,845</b>	<b>-2.1</b>	<b>7,160,502</b>	<b>7,076,700</b>	<b>-1.2</b>
<i>Electric railroads<sup>2</sup></i>							
New England.....	41	13,618	13,396	-1.6	\$485,416	\$476,156	-1.9
Middle Atlantic.....	147	37,059	36,352	-1.9	1,170,997	1,110,475	-5.2
East North Central.....	99	40,567	39,986	-1.4	1,276,113	1,240,451	-2.8
West North Central.....	51	13,302	12,993	-2.3	392,867	390,751	-0.5
South Atlantic.....	54	11,537	11,229	-2.7	313,971	311,679	-0.7
East South Central.....	12	2,487	2,453	-1.4	66,255	63,797	-3.7
West South Central.....	31	4,817	4,769	-1.0	125,966	125,295	-0.5
Mountain.....	16	2,027	2,058	+1.5	53,611	53,848	+0.4
Pacific.....	38	15,228	15,139	-0.6	474,093	467,104	-1.5
<b>All divisions.....</b>	<b>489</b>	<b>140,642</b>	<b>138,375</b>	<b>-1.6</b>	<b>4,359,289</b>	<b>4,239,556</b>	<b>-2.7</b>
<i>Wholesale trade</i>							
New England.....	632	14,987	14,812	-1.2	\$450,085	\$440,208	-2.2
Middle Atlantic.....	329	9,806	9,749	-0.6	316,073	311,941	-1.3
East North Central.....	326	11,541	11,405	-1.2	343,457	335,954	-2.2
West North Central.....	255	13,083	12,880	-1.6	380,570	375,588	-1.3
South Atlantic.....	221	4,094	4,109	+0.4	118,808	117,400	-1.2
East South Central.....	69	1,683	1,684	+0.0	45,370	44,666	-1.6
West South Central.....	314	5,917	5,943	+0.4	170,108	167,557	-1.5
Mountain.....	93	1,978	1,939	-2.0	63,570	62,756	-1.3
Pacific.....	275	8,972	8,729	-2.7	288,188	282,783	-1.9
<b>All divisions.....</b>	<b>2,494</b>	<b>72,061</b>	<b>71,250</b>	<b>-1.1</b>	<b>2,176,229</b>	<b>2,136,553</b>	<b>-1.8</b>

See footnotes at end of table.

TABLE 1.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN IDENTICAL **NONMANUFACTURING** ESTABLISHMENTS IN SEPTEMBER AND OCTOBER, 1931, BY INDUSTRIES—Continued

Geographic division	Estab-lish-ments	Number on pay roll		Per cent of change	Amount of pay roll (1 week)		Per cent of change
		Septem-ber, 1931	October, 1931		Septem-ber, 1931	October, 1931	
<i>Retail trade</i>							
New England.....	3,941	56,905	57,772	+1.5	\$1,355,938	\$1,362,653	+0.5
Middle Atlantic.....	451	77,897	83,086	+6.7	1,984,308	2,063,594	+4.0
East North Central.....	2,471	80,138	80,716	+0.7	1,910,772	1,875,990	-1.8
West North Central.....	512	20,764	21,482	+3.5	439,798	439,010	-0.2
South Atlantic.....	1,047	20,700	22,365	+8.0	434,471	459,701	+5.8
East South Central.....	373	7,299	7,623	+4.4	135,840	137,482	+1.2
West South Central.....	232	13,730	13,634	-0.7	268,287	272,353	+1.5
Mountain.....	332	6,973	7,242	+3.9	146,440	145,813	-0.4
Pacific.....	1,480	39,708	42,108	+6.0	926,639	944,886	+2.0
<b>All divisions.....</b>	<b>10,839</b>	<b>324,114</b>	<b>336,028</b>	<b>+3.7</b>	<b>7,602,493</b>	<b>7,701,482</b>	<b>+1.3</b>
<i>Hotels<sup>3</sup></i>							
New England.....	154	10,406	8,275	-20.5	\$157,644	\$130,876	-17.0
Middle Atlantic.....	430	47,288	47,868	+1.2	775,321	766,303	-1.2
East North Central.....	429	30,142	29,461	-2.3	485,320	478,257	-1.5
West North Central.....	276	13,662	13,880	+1.6	181,937	188,914	+3.8
South Atlantic.....	185	11,164	11,444	+2.5	155,563	159,238	+2.4
East South Central.....	103	5,973	5,939	-0.6	67,400	66,424	-1.4
West South Central.....	147	8,324	8,163	-1.9	102,577	99,747	-2.8
Mountain.....	112	3,666	3,320	-9.4	61,230	54,316	-11.3
Pacific.....	354	16,133	14,979	-7.2	289,437	270,670	-6.5
<b>All divisions.....</b>	<b>2,190</b>	<b>146,758</b>	<b>143,329</b>	<b>-2.3</b>	<b>2,276,429</b>	<b>2,214,745</b>	<b>-2.7</b>
<i>Canning and preserving</i>							
New England.....	83	5,848	3,699	-36.7	\$79,780	\$46,404	-41.8
Middle Atlantic.....	98	16,356	9,869	-39.7	261,984	178,494	-31.9
East North Central.....	286	23,518	14,237	-39.5	303,094	176,338	-41.8
West North Central.....	79	7,023	3,155	-55.1	91,720	41,294	-55.0
South Atlantic.....	137	8,889	5,763	-35.2	72,455	47,340	-34.7
East South Central.....	47	2,482	2,170	-12.6	21,817	17,575	-19.4
West South Central.....	33	2,077	1,783	-14.2	11,783	10,436	-11.4
Mountain.....	56	5,108	4,193	-17.9	66,471	52,533	-21.0
Pacific.....	205	32,618	17,508	-46.3	447,174	243,876	-45.5
<b>All divisions.....</b>	<b>41,024</b>	<b>103,919</b>	<b>62,377</b>	<b>-40.0</b>	<b>1,356,278</b>	<b>814,290</b>	<b>-40.0</b>
<i>Laundries</i>							
New England.....	64	3,101	3,083	-0.6	\$62,513	\$60,490	-3.2
Middle Atlantic.....	118	12,931	12,927	( <sup>1</sup> )	263,209	258,550	-1.8
East North Central.....	104	6,709	6,627	-1.2	126,284	121,121	-4.1
West North Central.....	104	5,079	4,953	-2.5	85,145	83,269	-2.2
South Atlantic.....	63	6,142	6,026	-1.9	98,057	94,814	-3.3
East South Central.....	27	2,027	1,956	-3.5	25,481	24,084	-5.5
West South Central.....	17	1,256	1,248	-0.6	18,491	18,236	-1.4
Mountain.....	24	1,861	1,839	-1.2	31,429	30,424	-3.2
Pacific.....	55	3,253	3,147	-3.3	68,388	67,034	-2.0
<b>All divisions.....</b>	<b>536</b>	<b>42,359</b>	<b>41,806</b>	<b>-1.3</b>	<b>778,997</b>	<b>758,022</b>	<b>-2.7</b>

See footnotes at end of table.

TABLE 1.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN IDENTICAL **NONMANUFACTURING** ESTABLISHMENTS IN SEPTEMBER AND OCTOBER, 1931, BY INDUSTRIES—Continued

Geographic division	Estab-lish-ments	Number on pay roll		Per cent of change	Amount of pay roll (1 week)		Per cent of change
		Septem-ber, 1931	October, 1931		Septem-ber, 1931	October, 1931	
<i>Dyeing and cleaning</i>							
New England.....	29	1,262	1,238	-1.9	\$29,595	\$28,581	-3.4
Middle Atlantic.....	34	1,730	1,712	-1.0	42,578	42,149	-1.0
East North Central.....	41	2,841	2,823	-0.6	63,363	63,756	+0.6
West North Central.....	33	1,012	1,018	+0.6	21,791	21,638	-0.7
South Atlantic.....	37	1,138	1,110	-2.5	21,111	20,413	-3.3
East South Central.....	17	790	785	-0.6	13,647	13,343	-2.2
West South Central.....	17	534	529	-0.9	9,978	9,786	-1.9
Mountain.....	20	336	333	-0.9	7,853	7,463	-5.0
Pacific.....	14	752	725	-3.6	17,478	17,152	-1.9
<b>All divisions.....</b>	<b>242</b>	<b>10,395</b>	<b>10,273</b>	<b>-1.2</b>	<b>227,394</b>	<b>224,281</b>	<b>-1.4</b>

<sup>1</sup> Less than one-tenth of 1 per cent.

<sup>2</sup> Not including electric car building and repairing; see manufacturing industries, Table 1, p. 208.

<sup>3</sup> The amount of pay roll given represents cash payments only; the additional value of board, room, and tips can not be computed.

<sup>4</sup> Included in the total of 1,024 establishments reporting in October were 16 establishments which were closed in September but had resumed operation in October, and 10 establishments which were operating in September and reported a seasonal closing in October, 1931. There were also 36 additional canning establishments, whose reports were not included in the total number of reporting establishments, as the plants had been seasonally closed for a period of 2 or more months.

TABLE 2.—COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN **NONMANUFACTURING** INDUSTRIES, OCTOBER, 1931, WITH OCTOBER, 1930

Industry	Per cent of change October, 1931, compared with October, 1930		Industry	Per cent of change October, 1931, compared with October, 1930	
	Number on pay roll	Amount of pay roll		Number on pay roll	Amount of pay roll
Anthracite mining.....	-12.3	-22.3	Electric railroads.....	-9.1	-11.1
Bituminous coal mining.....	-11.4	-29.2	Wholesale trade.....	-9.6	-14.0
Metalliferous mining.....	-30.3	-45.5	Retail trade.....	-6.0	-11.0
Quarrying and nonmetallic mining.....	-23.8	-38.6	Hotels.....	-9.2	-16.5
Crude petroleum producing.....	-29.1	-34.1	Canning and preserving.....	-34.4	-44.6
Telephone and telegraph.....	-11.0	-9.2	Laundries.....	(1)	(1)
Power, light, and water.....	-11.5	-11.7	Dyeing and cleaning.....	(1)	(1)

<sup>1</sup> Data not available.

### Indexes of Employment and Pay-Roll Totals for Nonmanufacturing Industries

TABLE 3 shows the index numbers of employment and pay-roll totals for anthracite, bituminous coal, and metalliferous mining, quarrying, crude-petroleum producing, telephone and telegraph, power, light, and water, electric railroads, wholesale and retail trade, hotels, and canning and preserving, by months, from January, 1930, to October, 1931, with the monthly average for 1929 as 100. Index numbers for the laundering and the dyeing and cleaning groups are not presented as data for the base year, 1929, are not available.

TABLE 3.—INDEXES OF EMPLOYMENT AND PAY-ROLL TOTALS FOR **NONMANUFACTURING** INDUSTRIES, JANUARY, 1930, TO OCTOBER, 1931

[Monthly average, 1929=100]

Year and month	Anthracite mining		Bituminous coal mining		Metalliferous mining		Quarrying and non-metallic mining		Crude petroleum producing		Telephone and telegraph		Power, light, and water		Operation and maintenance of electric railroads <sup>1</sup>		Wholesale trade		Retail trade		Hotels		Canning and preserving		
	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	Em- ploy- ment	Pay- roll totals	
<b>1930</b>																									
January	102.1	105.8	102.5	101.4	95.7	92.7	79.6	71.9	92.7	94.0	101.6	105.1	99.6	99.7	97.1	97.8	100.0	100.0	98.9	99.7	100.4	100.3	46.1	50.3	
February	106.9	121.5	102.4	102.1	92.3	92.5	79.8	73.5	90.8	88.6	100.2	101.9	98.8	100.4	95.1	95.7	98.5	98.3	94.4	96.0	102.4	103.8	45.7	51.5	
March	82.6	78.5	98.6	86.4	90.9	90.8	83.0	80.0	89.3	91.3	99.4	105.8	99.7	102.1	94.4	95.4	97.7	99.7	93.9	95.5	102.4	104.4	49.7	50.8	
April	84.1	75.0	94.4	81.7	89.3	88.3	87.4	85.4	86.8	86.6	98.9	103.4	100.7	102.6	95.2	97.1	97.3	97.4	97.3	97.5	100.1	100.3	74.8	72.6	
May	93.8	98.8	90.4	77.5	87.5	85.6	90.8	90.2	89.8	85.4	99.7	103.2	103.4	104.5	95.2	96.0	96.8	97.4	96.7	97.3	98.0	98.4	65.7	66.9	
June	90.8	94.3	88.4	75.6	84.6	81.6	90.3	90.9	90.2	87.1	99.8	103.4	104.6	107.8	94.8	97.0	96.5	98.6	93.9	96.8	98.0	98.1	83.0	81.5	
July	91.6	84.0	88.0	68.9	80.5	71.9	85.9	85.5	89.9	88.5	100.0	106.6	105.9	106.7	95.3	95.6	96.0	96.0	89.0	91.7	101.3	99.8	126.3	112.7	
August	80.2	78.8	89.2	71.1	79.0	71.0	89.3	85.8	87.7	86.0	98.8	102.5	106.4	106.6	92.9	92.1	95.0	93.6	85.6	87.6	101.5	98.6	185.7	172.0	
September	93.8	91.6	90.5	74.9	78.1	69.9	87.7	82.5	85.0	84.0	96.8	102.2	105.2	106.1	91.8	90.5	94.8	93.6	92.0	92.4	100.1	97.1	246.6	214.8	
October	99.0	117.2	91.8	79.4	77.2	68.6	84.7	79.3	85.2	82.6	94.5	100.9	104.8	105.6	91.0	88.9	94.2	92.9	95.5	95.1	97.5	95.5	164.7	140.0	
November	97.2	98.0	92.5	79.1	72.8	63.4	78.3	66.8	83.6	80.0	93.0	97.9	103.4	103.7	89.3	87.7	92.6	91.0	98.4	96.8	95.2	93.6	96.7	82.9	
December	99.1	100.0	92.5	77.7	70.1	59.9	70.2	59.9	77.4	77.2	91.6	101.3	103.2	106.3	88.8	88.6	92.0	91.3	115.1	107.7	93.5	91.5	61.6	57.4	
<b>Average</b>	<b>93.4</b>	<b>95.3</b>	<b>93.4</b>	<b>81.3</b>	<b>83.2</b>	<b>78.0</b>	<b>84.3</b>	<b>79.3</b>	<b>87.4</b>	<b>85.9</b>	<b>97.9</b>	<b>102.9</b>	<b>103.0</b>	<b>104.3</b>	<b>93.4</b>	<b>93.5</b>	<b>96.0</b>	<b>95.9</b>	<b>95.9</b>	<b>96.2</b>	<b>99.2</b>	<b>98.5</b>	<b>103.9</b>	<b>96.1</b>	
<b>1931</b>																									
January	90.6	89.3	93.9	73.3	68.3	55.0	64.4	50.4	74.8	71.5	90.5	96.3	99.2	93.6	86.9	85.6	89.5	87.5	90.0	89.4	95.0	91.0	48.9	46.1	
February	89.5	101.9	91.5	68.3	65.3	54.6	66.6	54.4	73.2	70.0	89.2	94.8	97.8	99.7	86.6	87.1	88.2	88.4	87.1	86.7	96.8	93.7	48.3	48.6	
March	82.0	71.3	88.8	65.2	63.5	52.8	70.0	58.2	72.2	73.2	88.6	97.9	96.7	102.4	86.4	88.1	87.4	89.1	87.8	87.5	96.8	93.4	53.0	50.3	
April	85.2	75.2	85.9	58.6	63.9	51.4	76.1	62.6	69.8	66.3	88.1	95.0	97.1	97.6	86.8	86.6	87.4	85.2	90.1	88.3	95.9	89.9	59.6	57.1	
May	80.3	76.1	82.4	54.4	62.4	49.3	75.0	62.3	67.8	64.7	87.4	94.1	97.6	98.7	85.9	85.1	87.1	84.7	89.9	88.0	92.5	87.7	56.0	56.0	
June	76.1	66.7	78.4	52.4	60.0	46.1	72.3	60.1	65.0	62.7	86.9	95.0	97.2	98.3	85.3	84.8	87.1	84.1	89.1	87.6	91.6	85.4	70.6	58.6	
July	65.1	53.7	76.4	50.4	56.2	41.3	71.0	57.3	65.3	59.2	86.6	93.3	96.7	97.4	85.6	83.3	86.8	83.3	83.9	83.3	93.3	85.2	102.2	74.2	
August	67.3	56.4	77.0	50.6	55.8	40.2	68.9	55.1	62.4	56.3	85.9	92.3	95.9	96.2	84.8	81.9	86.5	82.1	81.8	80.3	92.8	83.8	142.9	104.7	
September	80.0	64.9	80.4	53.6	55.5	40.0	66.6	51.2	61.2	55.2	85.0	92.1	94.7	94.3	84.0	81.2	86.1	81.4	86.6	83.5	90.6	81.9	180.1	129.4	
October	86.8	91.1	81.3	56.2	53.8	37.4	64.5	48.7	60.4	54.4	84.1	91.6	92.7	93.2	82.7	79.0	85.2	79.9	89.8	84.6	88.5	79.7	108.1	77.6	

itized for FRASER! Not including electric-railroad car building and repairing; see vehicles group, manufacturing industries, Table 1, p. 208.

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**Employment in Building Construction in October, 1931**

**I**NFORMATION as to changes in volume of employment and payroll totals in building construction for each of the 30 cities covered by the Bureau of Labor Statistics appears in the following table. Similar data, furnished by 3 cooperating State bureaus, covering the city of Baltimore and the States of Massachusetts and Wisconsin are also presented.

The table shows the number of identical firms reporting for both months, the number of employees, and the amount of earnings in one week in September and October, 1931, together with the per cents of change over the month period.

In the 30 cities covered by the Federal bureau, reports were received from 5,392 identical contractors who had a total employment for a week ending near October 15 of 60,279 as compared with 64,540 for a similar period in September. While this is a decrease of 6.6 per cent, 8 cities showed increased employment in October over that of September. These increases ranged from 0.6 per cent for Salt Lake City to 22.3 per cent for Memphis. The combined payroll of all reporting firms for a week ending near October 15 was \$1,723,784. This is a decrease of 6.5 per cent when compared with \$1,844,327, the amount of payroll for a similar period ending near September 15. When these cities are considered separately increased payrolls are noted in 6 cities. These increases ranged from 3.8 per cent for Wheeling to 25.2 per cent for Memphis.

When the information supplied by cooperating State bureaus is combined with that of the Federal bureau, the number of identical firms reporting is increased to 6,243. These firms had a combined total of 73,756 employees on their rolls for a week ending near October 15 as compared with 79,711 employees for a similar period in September. This is a decrease of 7.5 per cent. These same firms had a combined payroll of \$2,125,971 for a week ending near October 15, which is 9.4 per cent less than the \$2,345,434 reported for a similar period in September.

## COMPARISON OF EMPLOYMENT AND PAY-ROLL TOTALS IN THE BUILDING-CONSTRUCTION INDUSTRY IN IDENTICAL FIRMS, SEPTEMBER AND OCTOBER, 1931

Locality	Number of firms reporting	Number on pay roll week ending near—		Per cent of change	Amount of pay roll week ending near—		Per cent of change
		Sept. 15	Oct. 15		Sept. 15	Oct. 15	
Atlanta.....	124	1,869	1,485	-20.5	\$30,348	\$25,456	-16.1
Birmingham.....	75	898	690	-23.2	16,438	13,278	-19.2
Charlotte, N. C.....	34	332	345	+3.9	7,206	6,930	-3.8
Cincinnati <sup>1</sup> .....	478	3,745	3,556	-5.0	116,283	109,576	-5.8
Cleveland.....	418	5,357	4,871	-9.1	194,392	171,358	-11.8
Dallas.....	110	1,075	986	-8.3	25,626	22,905	-10.6
Denver.....	182	1,061	976	-8.0	32,635	29,442	-9.8
Des Moines.....	66	725	668	-7.9	18,998	18,015	-5.2
Detroit.....	465	5,853	6,097	+4.2	169,713	184,164	+8.5
Hartford.....	236	2,247	2,082	-7.3	72,297	69,657	-3.7
Indianapolis.....	170	1,852	1,618	-12.4	57,767	50,101	-13.3
Jacksonville.....	46	287	265	-7.7	5,797	5,043	-13.0
Kansas City <sup>2</sup> .....	197	2,315	2,197	-5.1	77,466	72,114	-6.9
Louisville.....	118	1,171	991	-15.4	25,020	21,539	-13.9
Memphis.....	93	957	1,170	+22.3	20,982	26,269	+25.2
Minneapolis.....	232	3,014	2,676	-11.2	80,366	76,369	-5.0
New Orleans.....	121	3,085	2,715	-12.0	62,670	55,981	-10.7
Oklahoma City.....	91	1,461	1,489	+1.9	37,815	37,297	-1.4
Omaha.....	110	1,009	1,172	+16.2	28,515	32,077	+12.5
Portland, Me.....	80	719	739	+2.8	22,750	21,811	-4.1
Portland, Oreg.....	184	1,457	1,385	-4.9	43,764	41,492	-5.2
Providence.....	218	2,449	2,542	+3.8	76,580	72,035	-5.9
Richmond.....	145	1,783	1,552	-13.0	42,250	37,438	-11.4
St. Louis.....	461	4,133	3,899	-5.7	141,667	130,128	-8.1
Salt Lake City.....	85	469	472	+0.6	10,324	11,268	+9.1
Seattle.....	171	1,694	1,488	-12.2	51,304	43,846	-14.5
Washington.....	474	10,941	9,684	-11.5	309,702	273,979	-11.5
Wheeling.....	54	315	307	-2.5	7,713	8,003	+3.8
Wichita.....	54	531	474	-10.7	10,621	11,089	+4.4
Wilmington, Del.....	100	1,736	1,688	-2.8	47,318	45,124	-4.6
Total, 30 cities.....	5,392	64,540	60,279	-6.6	1,844,327	1,723,784	-6.5
Baltimore, Md. <sup>3</sup> .....	68	1,574	1,390	-11.7	38,864	32,849	-15.5
Massachusetts <sup>3</sup> .....	714	10,657	9,375	-12.0	389,291	301,844	-22.5
Wisconsin <sup>3</sup> .....	69	2,940	2,712	-7.8	72,952	67,494	-7.5
Total, 3 cooperating State bureaus.....	851	15,171	13,477	-11.2	501,107	402,187	-19.7
Total, all localities.....	6,243	79,711	73,756	-7.5	2,345,434	2,125,971	-9.4

<sup>1</sup> Includes Covington and Newport, Ky.<sup>2</sup> Includes both Kansas City, Kans. and Kansas City, Mo.<sup>3</sup> Data supplied by cooperating State bureaus.

Data concerning the building-construction industry appearing in the foregoing table have not been included in the summary table shown at the beginning of this trend of employment article.

The several industrial groups in the summary table are not weighted according to their relative importance, and the bureau's monthly employment survey of the building-construction industry, while being steadily expanded, has not yet attained sufficient volume to represent its proper proportion in comparison with the other 15 industrial groups in the summary table.

### Employment on Class I Steam Railroads in the United States

THE monthly trend of employment from January, 1923, to September, 1931, on Class I railroads—that is, all roads having operating revenues of \$1,000,000 or over—is shown by the index numbers published in Table 1. These index numbers are constructed from monthly reports of the Interstate Commerce Commission, using the monthly average for 1926 as 100.

TABLE 1.—INDEX OF EMPLOYMENT ON CLASS I STEAM RAILROADS IN THE UNITED STATES, JANUARY, 1923, TO SEPTEMBER, 1931

[Monthly average, 1926=100]

Month	1923	1924	1925	1926	1927	1928	1929	1930	1931
January.....	98.3	96.9	95.6	95.8	95.5	89.3	88.2	86.3	73.7
February.....	98.6	97.0	95.4	96.0	95.3	89.0	88.9	85.4	72.7
March.....	100.5	97.4	95.2	96.7	95.8	89.9	90.1	85.5	72.9
April.....	102.0	98.9	96.6	98.9	97.4	91.7	92.2	87.0	73.5
May.....	105.0	99.2	97.8	100.2	99.4	94.5	94.9	88.6	73.9
June.....	107.1	98.0	98.6	101.6	100.9	95.9	96.1	86.5	72.8
July.....	108.2	98.1	99.4	102.9	101.0	95.6	96.6	84.7	72.4
August.....	109.4	99.0	99.7	102.7	99.5	95.7	97.4	83.7	71.2
September.....	107.8	99.7	99.9	102.8	99.1	95.3	96.8	82.2	69.3
October.....	107.3	100.8	100.7	103.4	98.9	95.3	96.9	80.4	-----
November.....	105.2	99.0	99.1	101.2	95.7	92.9	93.0	77.0	-----
December.....	99.4	96.0	97.1	98.2	91.9	89.7	88.8	74.9	-----
Average.....	104.1	98.3	97.9	100.0	97.5	92.9	93.3	83.5	72.5

<sup>1</sup> Average for 9 months.

Table 2 shows the total number of employees on the 15th day each of September, 1930, and August and September, 1931, and pay-roll totals for the entire months.

In these tabulations data for the occupational group reported as "executives, officials, and staff assistants" are omitted.

TABLE 2.—EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES, SEPTEMBER, 1930, AND AUGUST AND SEPTEMBER, 1931

[From monthly reports of Interstate Commerce Commission. As data for only the more important occupations are shown separately, the group totals are not the sums of the items under the respective groups]

Occupation	Number of employees at middle of month			Total earnings		
	September, 1930	August, 1931	September, 1931	September, 1930	August, 1931	September, 1931
Professional, clerical, and general.....	247,693	220,245	216,936	\$36,350,646	\$32,355,982	\$31,555,178
Clerks.....	137,595	119,588	117,522	19,009,186	16,557,387	16,052,521
Stenographers and typists.....	22,892	20,576	20,267	2,986,240	2,686,308	2,628,693
Maintenance of way and structures.....	356,484	296,024	282,946	32,581,625	26,620,773	24,754,216
Laborers, extra gang and work train.....	48,409	33,809	28,119	3,463,891	2,299,296	1,817,905
Laborers, track, and roadway section.....	186,028	157,933	153,824	12,741,144	10,554,588	9,735,198
Maintenance of equipment and stores.....	387,879	337,519	326,679	49,789,665	40,839,471	38,893,055
Carmen.....	81,727	69,839	67,628	11,865,142	9,506,407	9,008,210
Machinists.....	49,175	45,025	43,605	7,428,103	6,219,613	5,963,904
Skilled trades helpers.....	85,235	73,790	71,268	9,178,943	7,421,339	7,015,639
Laborers (shops, engine houses, power plants and stores).....	32,235	27,698	26,908	3,010,561	2,541,951	2,403,203
Common laborers (shops, engine houses, power plants and stores).....	42,681	36,395	34,911	3,173,414	2,561,413	2,412,130
Transportation, other than train, engine, and yard.....	178,742	158,639	157,411	22,388,733	20,073,674	19,536,232
Station agents.....	28,580	27,599	27,369	4,534,547	4,367,236	4,274,650
Telegraphers, telephoners, and towermen.....	21,345	19,417	19,117	3,291,761	3,039,232	2,913,544
Truckers (stations, warehouses, and platforms).....	28,236	22,590	23,080	2,620,781	2,076,388	2,077,407
Crossing and bridge flagmen and gatemen.....	19,830	18,907	18,885	1,539,232	1,459,879	1,452,551
Transportation (yardmasters, switch tenders, and hostlers).....	19,849	17,548	17,118	3,851,844	3,376,658	3,205,503
Transportation, train and engine.....	278,874	242,764	238,028	55,855,459	47,590,997	45,485,341
Road conductors.....	31,503	27,765	27,190	7,581,038	6,617,017	6,325,606
Road brakemen and flagmen.....	61,424	53,596	52,204	10,699,123	8,986,809	8,632,082
Yard brakemen and yard helpers.....	47,047	40,943	40,616	8,047,184	6,712,018	6,379,903
Road engineers and motormen.....	37,576	32,805	32,013	10,101,657	8,741,962	8,385,782
Road firemen and helpers.....	38,286	33,664	32,746	7,370,256	6,324,677	6,055,605
All employees.....	1,469,621	1,272,739	1,239,118	200,817,972	170,857,655	163,429,525

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# WHOLESALE AND RETAIL PRICES

## Retail Prices of Food in October, 1931

THE following tables are compiled from simple averages of the actual selling prices<sup>1</sup> received monthly by the Bureau of Labor Statistics from retail dealers.

Table 1 shows for the United States retail prices of food October 15, 1930, and September 15 and October 15, 1931, as well as the percentage changes in the year and in the month. For example, the retail price per pound of hens was 33.8 cents on October 15, 1930; 30.9 cents on September 15, 1931; and 29.9 cents on October 15, 1931. These figures show decreases of 12 per cent in the year and 3 per cent in the month.

The cost of various articles of food combined shows a decrease of 17.5 per cent October 15, 1931, as compared with October 15, 1930, and a decrease of 0.3 per cent October 15, 1931, as compared with September 15, 1931.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE OCTOBER 15, 1931, COMPARED WITH SEPTEMBER 15, 1931, AND OCTOBER 15, 1930

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Unit	Average retail price on—			Per cent of increase (+) or decrease (-) Oct. 15, 1931, compared with—	
		Oct. 15, 1930	Sept. 15, 1931	Oct. 15, 1931	Oct. 15, 1930	Sept. 15, 1931
		<i>Cents</i>	<i>Cents</i>	<i>Cents</i>		
Sirloin steak.....	Pound.....	44.5	39.4	38.6	-13	-2
Round steak.....	do.....	39.3	34.4	33.6	-15	-2
Rib roast.....	do.....	32.5	28.3	28.0	-14	-1
Chuck roast.....	do.....	25.4	20.9	20.7	-19	-1
Plate beef.....	do.....	17.2	13.5	13.5	-22	0
Pork chops.....	do.....	37.9	32.2	29.3	-23	-9
Bacon, sliced.....	do.....	42.6	36.2	34.3	-19	-5
Ham, sliced.....	do.....	53.1	45.6	44.2	-17	-3
Lamb, leg of.....	do.....	32.8	28.8	27.5	-16	-5
Hens.....	do.....	33.8	30.9	29.9	-12	-3
Salmon, red, canned.....	do.....	34.0	31.3	30.3	-11	-3
Milk, fresh.....	Quart.....	14.0	12.1	12.0	-14	-1
Milk, evaporated.....	16-oz. can.....	9.9	8.7	8.8	-11	+1
Butter.....	Pound.....	47.8	36.8	39.9	-17	+8
Oleomargarine (all butter substitutes).....	do.....	25.0	18.3	18.8	-25	+3
Cheese.....	do.....	34.2	27.0	27.1	-21	+0.4
Lard.....	do.....	17.7	12.6	12.4	-30	-2
Vegetable lard substitute.....	do.....	24.1	23.0	22.7	-6	-1
Eggs, strictly fresh.....	Dozen.....	44.8	33.8	37.9	-15	+12
Bread.....	Pound.....	8.6	7.3	7.3	-15	0
Flour.....	do.....	4.3	3.3	3.3	-23	0
Corn meal.....	do.....	5.3	4.5	4.4	-17	-2
Rolled oats.....	do.....	8.6	7.9	7.9	-8	0
Corn flakes.....	8-oz. package.....	9.3	8.9	8.9	-4	0
Wheat cereal.....	28-oz. package.....	25.4	23.4	23.3	-8	-0.4

<sup>1</sup> In addition to monthly retail prices of food and coal, the bureau publishes periodically the prices of gas and electricity for household use in each of 51 cities. At present this information is being collected in June and December of each year.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE OCTOBER 15, 1931, COMPARED WITH SEPTEMBER 15, 1931, AND OCTOBER 15, 1930—Continued

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Unit	Average retail price on—			Per cent of increase (+) or decrease (–) Oct. 15, 1931, compared with—	
		Oct. 15, 1930	Sept. 15, 1931	Oct. 15, 1931	Oct. 15, 1930	Sept. 15, 1931
		<i>Cents</i>	<i>Cents</i>	<i>Cents</i>		
Macaroni.....	Pound.....	19.1	16.4	15.3	-15	-1
Rice.....	do.....	9.5	8.0	7.8	-18	-3
Beans, navy.....	do.....	11.3	7.6	6.7	-41	-12
Potatoes.....	do.....	3.1	2.0	1.8	-42	-10
Onions.....	do.....	4.2	4.3	4.3	+2	0
Cabbage.....	do.....	3.6	3.6	3.2	-11	-11
Pork and beans.....	No. 2 can.....	10.8	10.4	10.3	-5	-1
Corn, canned.....	do.....	15.2	13.0	12.6	-17	-3
Peas, canned.....	do.....	16.0	13.8	13.7	-14	-1
Tomatoes, canned.....	do.....	12.1	9.9	9.8	-19	-1
Sugar.....	Pound.....	5.8	5.7	5.6	-3	-2
Tea.....	do.....	77.2	75.8	75.6	-2	-0.3
Coffee.....	do.....	39.1	32.4	32.1	-18	-1
Prunes.....	do.....	14.5	11.6	11.1	-23	-4
Raisins.....	do.....	11.7	11.3	11.4	-3	+1
Bananas.....	Dozen.....	29.4	23.9	24.0	-18	+0.4
Oranges.....	do.....	66.8	36.5	37.3	-44	+2
Weighted food index.....	.....				-17.5	-0.3

Table 2 shows for the United States average retail prices of specified food articles on October 15, 1913, and on October 15 of each year from 1925 to 1931, together with percentage changes in October of each of these specified years compared with October, 1913. For example, the retail price per pound of round steak was 23.1 cents in October, 1913; 35.4 cents in October, 1925; 36.0 cents in October, 1926; 37.9 cents in October, 1927; 44.6 cents in October, 1928; 44.5 cents in October, 1929; 39.3 cents in October, 1930; and 33.6 cents in October, 1931.

As compared with October, 1913, these figures show increases of 53 per cent in October, 1925; 56 per cent in October, 1926; 64 per cent in October, 1927; 93 per cent in October, 1928 and 1929; 70 per cent in October, 1930; and 45 per cent in October, 1931.

The cost of the various articles of food combined showed an increase of 14.6 per cent in October, 1931, as compared with October, 1913.

Table 3 shows the trend in the retail cost of three important groups of food commodities, viz, cereals, meats, and dairy products, by years, from 1913 to 1930, and by months for 1929, 1930, and 1931. The articles within these groups are as follows:

Cereals: Bread, flour, corn meal, rice, rolled oats, corn flakes, wheat cereal, and macaroni.

Meats: Sirloin steak, round steak, rib roast, chuck roast, plate beef, pork chops, bacon, ham, hens, and leg of lamb.

Dairy products: Butter, cheese, fresh milk, and evaporated milk.



TABLE 2.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE OCTOBER 15 OF CERTAIN SPECIFIED YEARS COMPARED WITH OCTOBER 15, 1913

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Average retail prices on October 15—								Per cent of increase Oct. 15 of each specified year compared with Oct. 15, 1913							
	1913	1925	1926	1927	1928	1929	1930	1931	1925	1926	1927	1928	1929	1930	1931	
	<i>Cts.</i>	<i>Cts.</i>	<i>Cts.</i>	<i>Cts.</i>	<i>Cts.</i>	<i>Cts.</i>	<i>Cts.</i>	<i>Cts.</i>								
Sirloin steak...pound..	25.7	41.2	41.5	43.7	50.3	50.3	44.5	38.6	60	61	70	96	96	73	50	
Round steak...do....	23.1	35.4	36.0	37.9	44.6	44.5	39.3	33.6	53	56	64	93	93	70	45	
Rib roast...do.....	20.0	30.0	30.6	31.9	36.8	37.0	32.5	28.0	50	53	60	84	85	63	40	
Chuck roast...do....	16.4	22.0	22.8	24.3	30.2	30.0	25.4	20.7	34	39	48	84	83	55	26	
Plate beef...do.....	12.3	14.1	14.6	15.8	20.8	21.0	17.2	13.5	15	19	28	69	71	40	10	
Pork chops...do....	22.6	39.1	42.6	41.5	37.6	38.9	37.9	29.3	73	88	84	66	72	68	30	
Bacon, sliced...do....	27.8	49.6	51.7	46.6	45.3	43.7	42.6	34.3	78	86	68	63	57	53	23	
Ham, sliced...do....	27.6	54.3	59.8	53.6	55.6	55.1	53.1	44.2	97	117	94	101	100	92	60	
Lamb, leg of...do....	18.4	38.4	38.3	38.2	38.8	38.5	32.8	27.5	109	108	108	111	109	78	49	
Hens...do.....	21.2	36.5	37.6	35.7	37.9	38.4	33.8	29.9	72	77	68	79	81	59	41	
Salmon, red, canned pound.....		35.5	35.6	34.4	32.6	31.9	34.0	30.3								
Milk, fresh...quart..	9.0	14.3	14.0	14.2	14.2	14.4	14.0	12.0	59	56	58	58	60	56	33	
Milk, evaporated 16-ounce can.....		11.5	11.4	11.5	11.3	10.6	9.9	8.8								
Butter...pound.....	38.2	59.4	54.3	55.7	57.5	55.7	47.8	39.9	55	42	46	51	46	25	4	
Oleomargarine (all butter substitutes) pound.....		30.9	30.3	27.9	27.6	27.0	25.0	18.8								
Cheese...do.....	22.4	37.2	36.7	38.3	38.8	37.9	34.2	27.1	66	64	71	73	69	53	21	
Lard...do.....	16.0	24.1	21.9	19.6	19.5	18.3	17.7	12.4	51	37	23	22	14	11	122	
Vegetable lard substitute pound.....		25.9	25.7	25.2	24.9	24.7	24.1	22.7								
Eggs, strictly fresh dozen.....	41.6	60.3	58.2	56.6	54.3	58.0	44.8	37.9	45	40	36	31	39	8	19	
Bread...pound.....	5.6	9.4	9.4	9.3	9.1	8.9	8.6	7.3	68	68	66	63	59	54	30	
Flour...do.....	3.3	5.9	5.7	5.5	5.2	5.2	4.3	3.3	79	73	67	58	58	30	0	
Corn meal...do....	3.1	5.3	5.1	5.2	5.3	5.3	4.4	71	65	68	71	71	71	71	42	
Rolled oats...do....		9.2	9.1	9.0	8.9	8.8	8.6	7.9								
Corn flakes 8-ounce package.....		11.0	10.9	9.7	9.5	9.5	9.3	8.9								
Wheat cereal 28-ounce package.....		25.1	25.4	25.5	25.6	25.5	25.4	23.3								
Macaroni...pound..		20.5	20.1	20.1	19.7	19.7	19.1	16.3								
Rice...do.....	8.7	11.3	11.6	10.5	9.9	9.7	9.5	7.8	30	33	21	14	11	9	10	
Beans, navy...do....		10.0	9.1	9.6	12.5	14.2	11.3	6.7								
Potatoes...do.....	1.8	3.7	3.8	3.0	2.2	3.8	3.1	1.8	106	111	67	22	111	72	0	
Onions...do.....		5.8	5.0	5.0	6.1	5.3	4.2	4.3								
Cabbage...do.....		4.2	4.0	3.9	4.3	4.5	3.6	3.2								
Pork and beans No. 2 can.....		12.3	11.7	11.5	11.6	11.7	10.8	10.3								
Corn, canned...do....		17.4	16.3	15.7	15.9	15.8	15.2	12.6								
Peas, canned...do....		18.2	17.4	16.7	16.7	16.7	16.0	13.7								
Tomatoes, canned No. 2 can.....		13.1	12.1	11.9	11.8	12.6	12.1	9.8								
Sugar, granulated pound.....	5.5	6.8	7.1	7.2	6.9	6.7	5.8	5.6	24	29	31	25	22	5	2	
Tea...do.....	54.5	75.8	77.3	77.5	77.5	77.6	77.2	75.6	39	42	42	42	42	42	39	
Coffee...do.....	29.7	51.1	50.9	47.4	49.6	49.1	39.1	32.1	72	71	60	67	65	32	8	
Prunes...do.....		17.2	16.9	14.6	13.8	17.1	14.5	11.1								
Raisins...do.....		14.3	14.8	14.2	12.4	12.2	11.7	11.4								
Bananas...dozen....		35.1	34.9	33.9	33.1	32.4	29.4	24.0								
Oranges...do.....		64.6	56.0	57.8	64.2	44.9	66.8	37.3								
All articles combined <sup>2</sup>									55.5	54.1	50.3	51.0	54.5	39.0	14.6	

<sup>1</sup> Decrease.

<sup>2</sup> Beginning with January, 1921, index numbers showing the trend in the retail cost of food have been composed of the articles shown in Tables 1 and 2, weighted according to the consumption of the average family. From January, 1913, to December, 1920, the index numbers included the following articles: Sirloin steak, round steak, rib roast, chuck roast, plate beef, pork chops, bacon, ham, lard, hens, flour, corn meal, eggs, butter, milk, bread, potatoes, sugar, cheese, rice, coffee, and tea.

TABLE 3.—INDEX NUMBERS OF RETAIL COST OF CEREALS, MEATS, AND DAIRY PRODUCTS FOR THE UNITED STATES, 1913 TO OCTOBER, 1931

[Average cost in 1913=100.0]

Year and month	Cereals	Meats	Dairy products	Year and month	Cereals	Meats	Dairy products
1913: Average for year	100.0	100.0	100.0	1930: Average for year	158.0	175.8	136.5
1914: Average for year	106.7	103.4	97.1	January	162.9	183.6	138.9
1915: Average for year	121.6	99.6	96.1	February	161.6	183.1	138.5
1916: Average for year	126.8	108.2	103.2	March	160.9	183.0	137.6
1917: Average for year	186.5	137.0	127.6	April	160.3	183.3	138.9
1918: Average for year	194.3	172.8	153.4	May	159.8	181.5	137.0
1919: Average for year	198.0	184.2	176.6	June	160.1	179.9	133.7
1920: Average for year	232.1	185.7	185.1	July	158.6	175.2	135.9
1921: Average for year	179.8	158.1	149.5	August	156.9	169.9	137.4
1922: Average for year	159.3	150.3	135.9	September	156.4	173.3	138.8
1923: Average for year	156.9	149.0	147.6	October	154.4	171.1	137.8
1924: Average for year	160.4	150.2	142.8	November	152.4	164.0	135.3
1925: Average for year	176.2	163.0	147.1	December	151.6	161.6	129.8
1926: Average for year	175.5	171.3	145.5	1931:			
1927: Average for year	170.7	169.9	148.7	January	147.1	159.5	123.6
1928: Average for year	167.2	179.2	150.0	February	144.6	153.4	120.2
1929: Average for year	164.1	188.4	148.6	March	142.4	152.5	120.5
January	164.1	180.9	151.9	April	138.9	151.4	116.5
February	164.1	180.3	152.6	May	137.7	149.3	110.3
March	164.1	182.8	152.4	June	136.3	145.7	108.3
April	164.1	187.5	148.9	July	134.3	147.8	109.6
May	163.5	191.2	147.5	August	132.0	149.1	111.9
June	163.0	192.4	146.8	September	130.2	147.7	114.3
July	163.5	195.9	146.8	October	129.8	142.7	117.0
August	164.7	196.0	147.1				
September	165.2	194.2	148.1				
October	163.5	189.2	149.3				
November	163.6	184.1	147.0				
December	162.9	181.8	144.9				

## Index Numbers of Retail Prices of Food in the United States

IN TABLE 4 index numbers are given which show the changes in the retail prices of specified food articles, by years, for 1913 and 1920 to 1930,<sup>2</sup> by months for 1930 and 1931. These index numbers, or relative prices, are based on the year 1913 as 100.0 and are computed by dividing the average price of each commodity for each month and each year by the average price of that commodity for 1913. These figures must be used with caution. For example, the relative price of sirloin steak for the year 1930 was 182.7, which means that the average money price for the year 1930 was 82.7 per cent higher than the average money price for the year 1913. As compared with the relative price, 196.9 in 1929, the figures for 1930 show a decrease of 14.2 points, but a decrease of 7.2 per cent in the year.

In the last column of Table 4 are given index numbers showing changes in the retail cost of all articles of food combined. Since January, 1921, these index numbers have been computed from the average prices of the articles of food shown in Tables 1 and 2, weighted according to the average family consumption in 1918. (See March, 1921, issue, p. 25.) Although previous to January, 1921, the number of food articles varied, these index numbers have been so computed as to be strictly comparable for the entire period. The index numbers based on the average for the year 1913 as 100.0 are 119.4 for September, 1931, and 119.1 for October, 1931.

<sup>2</sup> For index numbers of each month, January, 1913, to December, 1928, see Bulletin No. 396, pp. 44 to 61; and Bulletin No. 495, pp. 32 to 45. Index numbers for 1929 are published in each Labor Review, February, 1930, to February, 1931.

TABLE 4.—INDEX NUMBERS OF RETAIL PRICES OF PRINCIPAL ARTICLES OF FOOD BY YEARS, 1913, 1920 TO 1930, AND BY MONTHS FOR 1930 AND 1931

[Average for year 1913=100.0]

Year and month	Sirloin steak	Round steak	Rib roast	Chuck roast	Plate beef	Pork chops	Bacon	Ham	Lamb, leg of	Hens	Milk	Butter
1913	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1920	172.1	177.1	167.7	163.8	151.2	201.4	193.7	206.3	207.9	209.9	187.6	183.0
1921	152.8	154.3	147.0	132.5	118.2	166.2	158.2	181.4	178.3	186.4	164.0	135.0
1922	147.2	144.8	139.4	123.1	105.8	157.1	147.4	181.4	193.7	169.0	147.2	125.1
1923	153.9	150.2	143.4	126.3	106.6	144.8	144.8	169.1	194.2	164.3	155.1	144.7
1924	155.9	151.6	145.5	130.0	109.1	146.7	139.6	168.4	196.3	165.7	155.1	135.0
1925	159.8	155.6	149.5	135.0	114.1	174.3	173.0	195.5	204.2	171.8	157.3	143.1
1926	162.6	159.6	153.0	140.6	120.7	188.1	186.3	213.4	206.3	182.2	157.3	136.6
1927	167.7	166.4	158.1	148.1	127.3	175.2	174.8	204.5	205.8	173.2	158.4	145.2
1928	188.2	188.3	176.8	174.4	167.0	165.7	163.0	208.5	208.5	175.6	159.6	147.5
1929	196.9	199.1	185.4	186.9	172.7	175.7	161.1	204.1	212.2	186.4	160.7	143.9
1930	182.7	184.8	172.7	170.0	155.4	171.0	156.7	198.5	185.7	166.7	157.3	120.4
January	192.9	195.5	183.3	184.4	172.7	168.1	157.0	199.3	206.9	178.4	159.6	121.9
February	191.3	194.2	181.8	184.4	171.9	167.6	157.8	200.7	201.6	179.3	158.4	122.7
March	190.6	192.8	181.3	182.5	170.2	171.9	157.8	201.1	193.7	179.8	157.3	121.9
April	190.2	193.3	181.3	182.5	168.6	176.7	157.4	200.4	189.4	179.3	157.3	125.6
May	190.2	192.8	179.8	179.4	164.5	171.9	156.7	200.7	189.9	175.6	157.3	120.9
June	188.6	191.5	177.3	175.6	160.3	174.3	156.7	200.7	193.7	167.6	157.3	113.1
July	182.3	184.3	171.7	166.3	149.6	173.8	156.7	200.0	188.9	161.5	157.3	114.1
August	175.6	176.7	163.1	155.6	138.8	174.8	155.6	198.1	178.3	158.7	157.3	123.8
September	177.2	178.0	166.7	160.0	142.1	186.2	158.1	198.9	179.9	159.6	157.3	127.2
October	175.2	176.2	164.1	158.7	142.1	180.5	157.8	197.4	173.5	158.7	157.3	124.8
November	170.5	170.9	160.6	154.4	139.7	156.2	155.9	193.7	166.1	153.1	157.3	118.5
December	168.9	169.1	159.6	153.8	139.7	149.5	153.0	191.4	164.6	150.2	151.7	111.0
1931:												
January	167.3	168.2	159.1	152.5	138.0	141.9	148.9	188.1	166.1	153.5	149.4	98.4
February	161.4	161.0	154.0	145.6	131.4	131.4	145.2	153.3	164.6	148.8	146.1	94.8
March	158.7	157.8	153.0	141.9	128.1	140.0	143.0	178.4	164.0	150.2	144.9	97.4
April	157.5	156.5	150.0	139.4	124.8	141.4	141.1	175.5	165.6	153.1	141.6	91.9
May	155.5	154.7	147.0	135.6	119.8	143.3	139.3	172.9	165.1	148.8	138.2	81.5
June	152.4	151.1	142.9	130.6	112.4	140.0	136.7	170.6	161.9	146.0	134.8	80.7
July	154.3	154.3	142.9	130.0	110.7	151.4	137.0	171.4	158.7	144.6	136.0	82.8
August	155.5	155.2	143.9	130.0	109.9	158.6	135.6	171.4	156.6	145.1	136.0	89.8
September	155.1	154.3	142.9	130.6	111.6	153.3	134.1	169.5	152.4	145.1	136.0	96.1
October	152.0	150.7	141.4	129.4	111.6	139.5	127.0	164.3	145.5	140.4	134.8	104.2
Year and month	Cheese	Lard	Eggs	Bread	Flour	Corn meal	Rice	Pota-toes	Sugar	Tea	Coffee	All arti-cles <sup>1</sup>
1913	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1920	188.2	186.7	197.4	205.4	245.5	216.7	200.0	370.6	352.7	134.7	157.7	203.4
1921	153.9	113.9	147.5	176.8	175.8	150.0	109.2	182.4	146.5	128.1	121.8	153.3
1922	148.9	107.6	128.7	155.4	154.5	130.0	109.2	164.7	132.7	125.2	121.1	141.6
1923	167.0	112.0	134.8	155.4	142.4	136.7	109.2	170.6	183.6	127.8	126.5	146.2
1924	159.7	120.3	138.6	157.1	148.5	156.7	116.1	168.8	167.3	131.4	145.3	145.9
1925	166.1	147.5	151.0	167.9	184.8	180.0	127.6	211.8	180.9	138.8	172.8	157.4
1926	165.6	138.6	140.6	167.9	181.8	170.0	133.3	288.2	125.5	141.0	171.1	160.6
1927	170.1	122.2	131.0	166.1	166.7	173.3	123.0	223.5	132.7	142.5	162.1	155.4
1928	174.2	117.7	134.5	162.5	163.6	176.7	114.9	168.8	129.1	142.3	165.1	154.3
1929	171.9	115.8	142.0	160.7	154.5	176.7	111.5	188.2	120.0	142.6	164.8	156.7
1930	158.8	107.6	118.8	155.4	142.4	176.7	109.2	211.8	132.7	142.5	136.2	147.1
January	169.2	108.9	160.6	158.9	154.5	180.0	110.3	229.4	120.0	143.4	147.0	155.4
February	167.0	108.2	136.8	157.1	154.5	176.7	110.3	229.4	118.2	143.2	143.3	153.0
March	164.7	107.0	102.3	157.1	151.5	176.7	109.2	229.4	116.4	142.8	140.6	150.1
April	162.9	106.3	100.0	157.1	148.5	176.7	110.3	241.2	114.5	142.5	138.9	151.2
May	162.0	105.7	97.7	157.1	145.5	176.7	109.2	252.9	114.5	142.5	137.2	150.1
June	157.9	105.1	97.4	157.1	145.5	176.7	109.2	247.1	110.9	143.0	136.2	147.9
July	155.2	103.2	101.7	157.1	139.4	176.7	109.2	194.1	110.9	142.6	135.6	144.0
August	153.4	104.4	112.5	155.4	136.4	176.7	109.2	182.4	110.9	142.3	134.6	143.7
September	154.8	110.8	124.9	155.4	133.3	176.7	110.3	188.2	107.3	142.1	132.6	145.6
October	154.8	112.0	129.9	153.6	130.3	176.7	109.2	182.4	105.5	141.9	131.2	144.4
November	152.9	110.8	140.3	151.8	127.3	173.3	106.9	170.6	107.3	141.4	129.9	141.4
December	150.2	105.7	120.6	151.8	124.2	173.3	105.8	170.6	107.3	141.4	129.2	137.2
1931:												
January	145.2	99.4	104.6	146.4	121.2	170.0	102.3	170.6	107.3	141.0	126.8	132.8
February	141.2	91.8	78.8	142.9	121.2	166.7	102.3	158.8	107.3	140.6	125.2	127.0
March	137.1	89.9	82.6	141.1	118.2	166.7	98.9	158.8	105.5	139.7	121.8	126.4
April	132.6	89.9	79.4	137.5	115.2	163.3	96.6	164.7	103.6	138.2	116.1	124.0
May	124.0	85.4	71.9	137.5	112.1	153.3	95.4	164.7	101.8	136.9	112.4	121.0
June	119.9	82.3	74.8	135.7	112.1	150.0	94.3	141.2	101.8	136.8	111.1	118.3
July	118.6	82.3	82.9	133.9	109.1	150.0	93.1	135.3	101.8	137.3	109.1	119.0
August	119.9	81.0	92.5	132.1	103.0	150.0	93.1	129.4	103.6	138.6	108.7	119.7
September	122.2	79.8	98.0	130.4	100.0	150.0	92.0	117.6	103.6	139.3	108.7	119.4
October	122.6	78.5	109.9	130.4	100.0	146.7	89.7	105.9	101.8	139.0	107.7	119.1

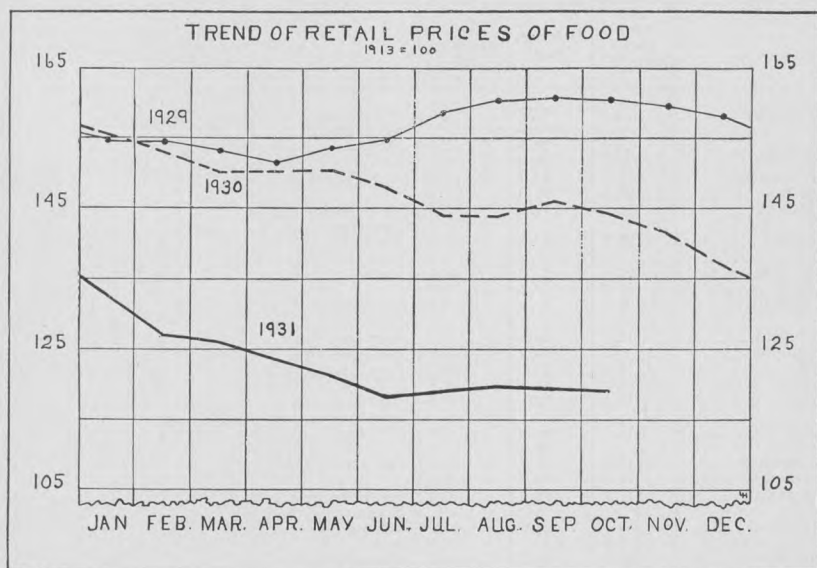
<sup>1</sup> 22 articles in 1913-1920; 42 articles in 1921-1931.

[1494]

The curve shown in the chart below pictures more readily to the eye the changes in the cost of the food budget than do the index numbers given in the table.

#### Comparison of Retail Food Costs in 51 Cities

TABLE 5 shows for 39 cities the percentage of increase or decrease in the retail cost of food<sup>3</sup> in October, 1931, compared with the average cost in the year 1913, in October, 1930, and September, 1931. For 12 other cities comparisons are given for the 1-year and the 1-month periods; these cities have been scheduled by the bureau at different dates since 1913. The percentage changes are based on



actual retail prices secured each month from retail dealers and on the average consumption of these articles in each city.<sup>4</sup>

Effort has been made by the bureau each month to have all schedules for each city included in the average prices. For the month of October schedules were received from 99.4 per cent of the firms in the 51 cities from which retail prices of food are collected.

Out of about 1,500 food reports 9 were not received—1 each in Chicago, Denver, Detroit, Pittsburgh, Portland (Oreg.), and St. Louis, and 3 in Seattle.

Out of about 350 bread reports 3 were missing—1 each in Columbus, Jacksonville, and Scranton.

A perfect record is shown for the following named cities: Atlanta, Baltimore, Birmingham, Boston, Bridgeport, Buffalo, Butte, Charleston (S. C.), Cincinnati, Cleveland, Dallas, Fall River, Houston,

<sup>3</sup> For list of articles see note 2, p. 228.

<sup>4</sup> The consumption figures used for January, 1913, to December, 1920, for each article in each city are given in the Labor Review for November, 1918, pp. 94 and 95. The consumption figures which have been used for each month beginning with January, 1921, are given in the Labor Review for March, 1921, p. 26.

Indianapolis, Kansas City, Little Rock, Los Angeles, Louisville, Manchester, Memphis, Milwaukee, Minneapolis, Mobile, Newark, New Haven, New Orleans, New York, Norfolk, Omaha, Peoria, Philadelphia, Portland (Me.), Providence, Richmond, Rochester, St. Paul, Salt Lake City, San Francisco, Savannah, Springfield (Ill.), and Washington.

TABLE 5.—PERCENTAGE CHANGE IN THE RETAIL COST OF FOOD IN OCTOBER, 1931, COMPARED WITH THE COST IN SEPTEMBER, 1931, OCTOBER, 1930, AND WITH THE AVERAGE COST IN THE YEAR 1913, BY CITIES.

City	Percentage increase October, 1931 compared with 1913	Percentage decrease October, 1931, compared with—		City	Percentage increase October, 1931, compared with 1913	Percentage decrease October, 1931, compared with—	
		October, 1930	September, 1931			October, 1930	September, 1931
United States.....	19.1	17.5	0.3	Milwaukee.....	22.1	16.7	0.9
Atlanta.....	15.3	20.8	2.0	Minneapolis.....	19.7	17.8	0.5
Baltimore.....	24.2	16.9	0.4	Mobile.....	-----	19.8	1.1
Birmingham.....	14.6	22.3	1.0	Newark.....	24.4	13.1	11.6
Boston.....	25.1	16.0	<sup>1</sup> 1.1	New Haven.....	26.0	15.4	0.1
Bridgeport.....	-----	14.8	<sup>1</sup> 0.4	New Orleans.....	14.6	19.8	0.9
Buffalo.....	23.3	17.5	<sup>1</sup> 0.3	New York.....	28.1	14.2	<sup>1</sup> 1.0
Butte.....	-----	11.2	0.9	Norfolk.....	-----	18.1	0.0
Charleston, S. C.....	23.6	17.2	0.3	Omaha.....	11.7	18.3	0.9
Chicago.....	31.3	16.1	1.9	Peoria.....	-----	21.3	1.0
Cincinnati.....	25.6	17.9	0.3	Philadelphia.....	27.4	13.4	<sup>1</sup> 0.4
Cleveland.....	11.8	19.8	1.8	Pittsburgh.....	17.6	19.7	1.7
Columbus.....	-----	19.2	0.4	Portland, Me.....	-----	15.3	0.7
Dallas.....	11.8	21.6	<sup>1</sup> 0.2	Portland, Oreg.....	7.5	16.3	0.5
Denver.....	9.5	14.8	0.1	Providence.....	24.5	15.2	<sup>1</sup> 0.1
Detroit.....	18.1	19.1	3.0	Richmond.....	21.5	19.1	0.0
Fall River.....	17.5	18.0	<sup>1</sup> 0.9	Rochester.....	-----	19.3	<sup>1</sup> 0.3
Houston.....	-----	20.7	0.4	St. Louis.....	19.8	18.4	1.1
Indianapolis.....	13.8	19.7	0.9	St. Paul.....	-----	18.9	0.7
Jacksonville.....	11.2	19.2	0.3	Salt Lake City.....	4.7	16.1	0.5
Kansas City.....	17.4	16.0	0.0	San Francisco.....	20.3	16.7	<sup>1</sup> 0.7
Little Rock.....	9.1	21.9	1.1	Savannah.....	-----	19.7	0.2
Los Angeles.....	8.6	17.7	1.5	Scranton.....	27.6	15.5	<sup>1</sup> 0.3
Louisville.....	10.9	20.1	0.3	Seattle.....	15.5	15.2	<sup>1</sup> 0.2
Manchester.....	20.6	15.7	1.1	Springfield, Ill.....	-----	24.3	2.6
Memphis.....	10.0	20.0	0.0	Washington.....	28.3	17.5	1.1

<sup>1</sup> Increase.



Retail Prices of Coal in October, 1931<sup>1</sup>

THE following table shows the average retail prices of coal on October 15, 1930, and September 15 and October 15, 1931, for the United States and for each of the cities from which retail food prices have been obtained. The prices quoted are for coal delivered to consumers, but do not include charges for storing the coal in cellar or coal bin where an extra handling is necessary.

In addition to the prices for Pennsylvania anthracite, prices are shown for Colorado, Arkansas, and New Mexico anthracite in those cities where these coals form any considerable portion of the sales for household use.

The prices shown for bituminous coal are averages of prices of the several kinds sold for household use.

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON OCTOBER 15, 1930, AND SEPTEMBER 15 AND OCTOBER 15, 1931

City, and kind of coal	1930			1931			
	Oct. 15	Sept. 15	Oct. 15	City, and kind of coal	1930	1931	
					Oct. 15	Sept. 15	Oct. 15
United States:				Cincinnati, Ohio:			
Pennsylvania anthracite—				Bituminous—			
Stove—				Prepared sizes—			
Average price.....	\$15.13	\$14.97	\$15.00	High volatile.....	\$6.30	\$5.50	\$5.75
Index (1913=100).....	195.8	193.8	194.2	Low volatile.....	8.53	7.90	8.00
Chestnut—				Cleveland, Ohio:			
Average price.....	\$14.87	\$14.93	\$14.97	Pennsylvania anthracite—			
Index (1913=100).....	187.9	188.7	189.1	Stove.....	14.50	14.38	14.38
Bituminous—				Chestnut.....	14.25	14.25	14.31
Average price.....	\$8.88	\$8.17	\$8.22	Bituminous—			
Index (1913=100).....	163.3	150.3	151.3	Prepared sizes—			
Atlanta, Ga.:				High volatile.....	6.86	6.58	6.64
Bituminous, prepared sizes.	\$7.47	\$6.74	\$6.78	Low volatile.....	9.80	9.29	9.32
Baltimore, Md.:				Columbus, Ohio:			
Pennsylvania anthracite—				Bituminous—			
Stove.....	14.25	14.00	14.00	Prepared sizes—			
Chestnut.....	13.75	13.75	13.75	High volatile.....	6.02	5.29	5.27
Bituminous, run of mine—				Low volatile.....	7.75	6.92	7.25
High volatile.....	7.89	7.36	7.50	Dallas, Tex.:			
Bituminous, prepared sizes.	7.51	6.41	6.46	Arkansas anthracite—Egg.....	15.00	13.00	13.50
Boston, Mass.:				Bituminous, prepared sizes.	12.58	10.50	10.83
Pennsylvania anthracite—				Denver, Colo.:			
Stove.....	16.25	15.10	15.10	Colorado anthracite—			
Chestnut.....	15.75	15.10	15.10	Furnace, 1 and 2 mixed... 15.25	14.75	14.63	
Bridgeport, Conn.:				Stove, 3 and 5 mixed... 15.25	14.75	14.63	
Pennsylvania anthracite—				Bituminous, prepared sizes. 10.29	8.14	8.13	
Stove.....	14.75	14.00	14.00	Detroit, Mich.:			
Chestnut.....	14.75	14.00	14.00	Pennsylvania anthracite—			
Buffalo, N. Y.:				Stove.....	15.00	14.50	14.50
Pennsylvania anthracite—				Chestnut.....	15.00	14.50	14.50
Stove.....	13.79	13.40	13.40	Bituminous—			
Chestnut.....	13.29	13.40	13.40	Prepared sizes—			
Butte, Mont.:				High volatile.....	8.00	6.78	6.50
Bituminous, prepared sizes.	10.70	10.11	10.13	Low volatile.....	9.77	7.96	8.12
Charleston, S. C.:				Run of mine—			
Bituminous, prepared sizes.	9.67	9.50	9.50	Low volatile.....	7.83	7.19	6.88
Chicago, Ill.:				Fall River, Mass.:			
Pennsylvania anthracite—				Pennsylvania anthracite—			
Stove.....	16.38	16.75	16.75	Stove.....	16.50	15.50	16.00
Chestnut.....	16.28	16.75	16.75	Chestnut.....	16.25	15.50	16.00
Bituminous—				Houston, Tex.:			
Prepared sizes—				Bituminous, prepared sizes. 12.20	10.60	10.60	
High volatile.....	8.09	7.89	7.89	Indianapolis, Ind.:			
Low volatile.....	11.96	10.88	11.36	Bituminous—			
Run of mine—				Prepared sizes—			
Low volatile.....	8.00	7.47	7.48	High volatile.....	5.90	5.79	5.73
				Low volatile.....	8.75	8.29	8.25
				Run of mine—			
				Low volatile.....	7.05	6.65	6.60

<sup>1</sup> Prices of coal were formerly secured semiannually and published in the March and September issues of the Labor Review. Since June, 1920, these prices have been secured and published monthly.

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON OCTOBER 15, 1930, AND SEPTEMBER 15 AND OCTOBER 13, 1931—Continued

City, and kind of coal	1930			1931			
	Oct. 15	Sept. 15	Oct. 15	City, and kind of coal	1930	1931	
					Oct. 15	Sept. 15	Oct. 15
Jacksonville, Fla.:				Pittsburgh, Pa.:			
Bituminous, prepared sizes	\$10.00	\$10.00	\$10.00	Pennsylvania anthracite—			
Kansas City, Mo.:				Chestnut	\$14.50	\$13.75	\$14.00
Arkansas anthracite—				Bituminous, prepared sizes	4.91	4.82	4.86
Furnace	12.44	11.38	11.38	Portland, Me.:			
Stove No. 4	13.58	12.92	12.83	Pennsylvania anthracite—			
Bituminous, prepared sizes	6.93	6.30	6.12	Stove	16.80	16.80	16.80
Little Rock, Ark.:				Chestnut	16.80	16.80	16.80
Arkansas anthracite—Egg	13.00	11.50	11.50	Portland, Ore.:			
Bituminous, prepared sizes	9.70	8.61	8.72	Bituminous, prepared sizes	13.27	12.63	12.51
Los Angeles, Calif.:				Providence, R. I.:			
Bituminous, prepared sizes	16.50	15.75	16.25	Pennsylvania anthracite—			
Louisville, Ky.:				Stove	116.00	115.75	115.75
Bituminous—				Chestnut	116.00	115.75	115.75
Prepared sizes—				Richmond, Va.:			
High volatile	6.37	5.03	5.05	Pennsylvania anthracite—			
Low volatile	8.75	7.75	8.00	Stove	15.00	14.50	14.50
Manchester, N. H.:				Chestnut	15.00	14.50	14.50
Pennsylvania anthracite—				Bituminous—			
Stove	16.83	16.17	16.33	Prepared sizes—			
Chestnut	16.83	16.17	16.33	High volatile	8.75	8.17	8.17
Memphis, Tenn.:				Low volatile	9.37	8.81	8.81
Bituminous, prepared sizes	7.87	6.93	6.89	Run of mine—			
Milwaukee, Wis.:				Low volatile	7.25	7.25	7.25
Pennsylvania anthracite—				Rochester, N. Y.:			
Stove	15.75	16.05	16.05	Pennsylvania anthracite—			
Chestnut	15.41	16.05	16.05	Stove	14.75	14.50	14.38
Bituminous—				Chestnut	14.25	14.50	14.38
Prepared sizes—				St. Louis, Mo.:			
High volatile	7.68	7.51	7.48	Pennsylvania anthracite—			
Low volatile	10.63	9.96	10.01	Stove	16.23	16.66	16.72
Minneapolis, Minn.:				Chestnut	15.98	16.60	16.66
Pennsylvania anthracite—				Bituminous, prepared sizes	6.29	5.70	5.70
Stove	16.92	18.05	18.05	St. Paul, Minn.:			
Chestnut	16.83	18.05	18.05	Pennsylvania anthracite—			
Bituminous—				Stove	16.90	18.05	18.05
Prepared sizes—				Chestnut	16.90	18.05	18.05
High volatile	9.81	9.87	9.88	Bituminous—			
Low volatile	12.63	12.43	12.54	Prepared sizes—			
Mobile, Ala.:				High volatile	9.75	9.53	9.60
Bituminous, prepared sizes	9.23	8.25	8.84	Low volatile	12.80	12.45	12.56
Newark, N. J.:				Salt Lake City, Utah:			
Pennsylvania anthracite—				Bituminous, prepared sizes	8.41	7.63	7.63
Stove	13.90	13.55	13.55	San Francisco, Calif.:			
Chestnut	13.40	13.55	13.55	New Mexico anthracite—			
New Haven, Conn.:				Cerrillos egg	26.00	26.00	26.00
Pennsylvania anthracite—				Colorado anthracite—			
Stove	14.90	14.65	14.80	Egg	25.50	25.50	25.50
Chestnut	14.90	14.65	14.80	Bituminous, prepared sizes	16.88	17.50	17.00
New Orleans, La.:				Savannah, Ga.:			
Bituminous, prepared sizes	10.43	8.07	9.93	Bituminous, prepared sizes	2 9.87	2 9.28	2 9.28
New York, N. Y.:				Scranton, Pa.:			
Pennsylvania anthracite—				Pennsylvania anthracite—			
Stove	14.08	13.92	13.88	Stove	10.18	10.30	10.30
Chestnut	13.58	13.92	13.88	Chestnut	9.88	10.28	10.28
Norfolk, Va.:				Seattle, Wash.:			
Pennsylvania anthracite—				Bituminous, prepared sizes	10.68	10.62	10.62
Stove	15.00	14.50	14.50	Springfield, Ill.:			
Chestnut	15.00	14.50	14.50	Bituminous, prepared sizes	4.34	4.34	4.34
Bituminous—				Washington, D. C.:			
Prepared sizes—				Pennsylvania anthracite—			
High volatile	7.38	7.00	7.00	Stove	3 15.73	3 15.40	3 15.40
Low volatile	10.00	9.00	9.00	Chestnut	3 15.23	3 15.40	3 15.40
Run of mine—				Bituminous—			
Low volatile	7.00	7.00	7.00	Prepared sizes—			
Omaha, Nebr.:				High volatile	3 8.63	3 8.46	3 8.46
Bituminous, prepared sizes	9.79	8.89	9.00	Low volatile	3 11.43	3 11.04	3 11.04
Peoria, Ill.:				Run of mine—			
Bituminous, prepared sizes	6.44	6.09	6.12	Mixed	3 7.81	3 7.75	3 7.75
Philadelphia, Pa.:							
Pennsylvania anthracite—							
Stove	13.96	13.25	13.50				
Chestnut	13.46	13.25	13.50				

<sup>1</sup> The average price of coal delivered in bins is 50 cents higher than here shown. Practically all coal is delivered in bin.

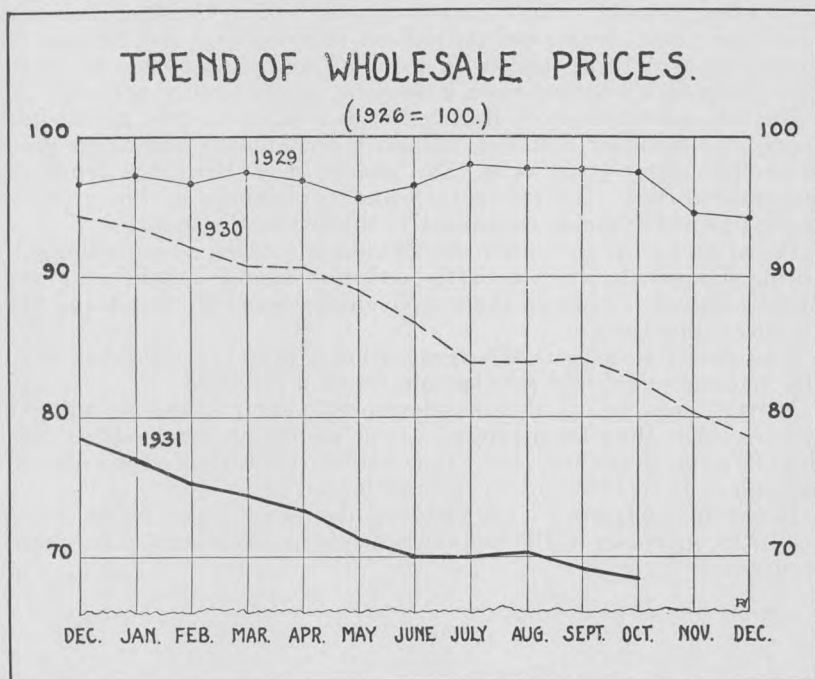
<sup>2</sup> All coal sold in Savannah is weighed by the city. A charge of 10 cents per ton or half ton is made. This additional charge has been included in the above price.

<sup>3</sup> Per ton of 2,240 pounds.

### Index Numbers of Wholesale Prices in October, 1931

THE index number of wholesale prices as computed by the Bureau of Labor Statistics of the United States Department of Labor shows a decrease for October. This index number, which includes 550 commodities or price series weighted according to the importance of each article and based on the average prices for 1926 as 100.0, declined from 69.1 in September to 68.4 in October, a decrease of a little more than 1 per cent. When compared with October, 1930, with an index number of 82.6, a decrease of 17 per cent has been recorded.

Decreases in the prices of corn, cows, hogs, cotton, peanuts, lemons, oranges, white potatoes, tobacco, and wool caused farm products as a



group to average  $2\frac{1}{4}$  per cent lower in October than in September. On the other hand, the prices of oats, rye, wheat, eggs, hay, and onions were higher than in the month before.

Among foods price decreases were reported for lamb, fresh pork, bacon, ham, dressed poultry, cured fish, corn meal, rice, and vegetable oils, resulting in a decrease of about one-half of 1 per cent for the group as a whole. Butter, fresh and cured beef, lard, oleomargarine, rye and wheat flour, and bananas averaged higher than in September.

A marked decline in the general average price of hides and skins and leather during October forced the hides and leather group as a whole down slightly more than 3 per cent. Boots and shoes and other leather products showed little or no change from the month before.

In the group of textile products cotton goods, woolen and worsted goods, silk and rayon, and other textile products showed further price

decreases from September to October. The textile group as a whole declined about  $2\frac{1}{4}$  per cent.

With gasoline and crude petroleum advancing slightly and with minor decreases reported for anthracite and bituminous coals, practically no change was shown in the fuel and lighting group as a whole. Coke remained at the same level as for the month before.

Up and down fluctuations in the prices of the items composing the metals and metal products group produced little change on the group as a whole, but with a downward tendency. Iron and steel showed slight change and nonferrous metals and agricultural implements decreased, while automobiles and other metal products showed no change.

Lumber, cement, paint materials, and other building materials continued their downward movement in October. No change was shown for structural steel, with a minor increase reported for brick. The group as a whole showed a decrease of less than 1 per cent.

Further price recessions during October for chemicals, mixed fertilizers, and fertilizer materials caused the chemicals and drugs group to decline about 1 per cent. No change was shown for drugs and pharmaceuticals. Both furniture and furnishings in the group of house-furnishing goods continued to decline in the month.

Paper and pulp and other miscellaneous articles advanced slightly during the month, whereas cattle feed rose sharply in price and crude rubber showed further declines. No change was reported in the price of automobile tires.

Raw materials as a whole averaged lower than in September, as did also semimanufactured articles and finished products.

In the large group of nonagricultural commodities, including all articles other than farm products, and among all commodities other than farm products and foods, the October prices showed a downward movement from those for the month before.

Between September and October decreases took place in 104 instances, increases in 190 instances, while in 256 instances no change occurred.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS AND SUBGROUPS OF COMMODITIES

[1926=100.0]

Groups and subgroups	October, 1930	September, 1931	October, 1931	Purchasing power of the dollar, October, 1931
All commodities.....	82.6	69.1	68.4	\$1.462
Farm products.....	82.6	60.5	58.8	1.701
Grains.....	72.1	44.2	44.3	2.257
Livestock and poultry.....	82.4	61.0	57.6	1.736
Other farm products.....	86.3	65.4	64.2	1.558
Foods.....	88.6	72.9	72.6	1.377
Butter, cheese, and milk.....	98.7	84.8	86.4	1.157
Meats.....	96.7	73.6	71.1	1.406
Other foods.....	79.8	67.6	67.7	1.477
Hides and leather products.....	96.5	84.8	82.2	1.217
Hides and skins.....	83.6	58.6	50.0	2.000
Leather.....	96.7	83.4	80.7	1.239
Boots and shoes.....	100.3	93.5	93.1	1.074
Other leather products.....	104.2	101.0	101.0	.990

[1500]

## INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS AND SUBGROUPS OF COMMODITIES—Continued

[1926=100.0]

Groups and subgroups	October, 1930	September, 1931	October, 1931	Purchasing power of the dollar, October, 1931
Textile products.....	73.8	62.9	61.5	1.626
Cotton goods.....	81.6	67.7	66.2	1.511
Silk and rayon.....	52.1	44.8	43.9	2.278
Woolen and worsted goods.....	83.6	73.5	72.4	1.381
Other textile products.....	59.0	50.8	47.3	2.114
Fuel and lighting materials.....	75.1	63.3	63.4	1.577
Anthracite coal.....	89.6	94.3	94.2	1.062
Bituminous coal.....	89.2	83.9	83.6	1.196
Coke.....	83.9	81.5	81.5	1.227
Gas.....	99.7	103.4	(1)	
Petroleum products.....	59.4	38.9	39.2	2.551
Metals and metal products.....	90.4	87.2	86.5	1.156
Iron and steel.....	88.6	86.6	86.2	1.160
Nonferrous metals.....	67.8	56.8	53.7	1.862
Agricultural implements.....	94.9	94.5	92.3	1.083
Automobiles.....	100.2	99.7	99.7	1.003
Other metal products.....	98.4	90.5	90.5	1.105
Building materials.....	85.8	74.9	74.3	1.346
Lumber.....	80.2	65.5	64.5	1.550
Brick.....	82.5	79.8	79.9	1.252
Cement.....	91.7	75.8	75.1	1.332
Structural steel.....	81.7	81.7	81.7	1.224
Paint materials.....	75.9	64.9	63.8	1.567
Other building materials.....	97.3	89.0	88.6	1.129
Chemicals and drugs.....	86.0	74.8	74.1	1.350
Chemicals.....	89.6	77.8	77.7	1.287
Drugs and pharmaceuticals.....	66.8	61.1	61.1	1.637
Fertilizer materials.....	83.6	74.2	70.2	1.425
Mixed fertilizers.....	92.9	77.6	77.2	1.295
House-furnishing goods.....	95.3	84.7	83.2	1.202
Furniture.....	96.5	87.3	84.7	1.181
Furnishings.....	94.2	82.4	82.0	1.220
Miscellaneous.....	68.8	58.4	59.0	1.695
Cattle feed.....	89.6	44.4	49.4	2.024
Paper and pulp.....	83.5	80.3	80.4	1.244
Rubber.....	16.9	10.6	10.2	9.804
Automobile tires.....	52.0	45.7	45.7	2.188
Other miscellaneous.....	91.5	76.9	77.9	1.284
Raw materials.....	80.0	62.7	61.5	1.626
Semimanufactured articles.....	75.5	66.3	64.7	1.546
Finished products.....	85.6	74.0	73.7	1.357
Nonagricultural commodities.....	82.8	71.7	71.2	1.404
All commodities, less farm products and foods.....	81.5	72.0	71.4	1.401

<sup>1</sup> Data not yet available.

## Wholesale Prices in the United States and in Foreign Countries, 1923 to September, 1931

IN THE following table the more important index numbers of wholesale prices in foreign countries and those of the United States Bureau of Labor Statistics have been brought together in order that the trend of prices in the several countries may be compared. The base periods here shown are those appearing in the sources from which the information has been drawn, in most cases being the year 1913 or some other pre-war period. Only general comparisons can be made from these figures, since, in addition to differences in the base periods, there are important differences in the composition of the index numbers themselves.

[1501]



## INDEX NUMBERS OF WHOLESALE PRICES IN THE UNITED STATES AND IN CERTAIN FOREIGN COUNTRIES

Country	United States	Canada	Austria	Belgium	Czecho-slovakia	Denmark	Finland	France	Germany	Italy
Computing agency	Bureau of Labor Statistics	Dominion Bureau of Statistics	Federal Statistical Bureau	Ministry of Industry and Labor	Central Bureau of Statistics	Statistical Department	Central Bureau of Statistics	General Statistical Bureau	Federal Statistical Bureau	Riccardo Bachi
Base period	1926	1926	January-June, 1914	April, 1914	July, 1914	1913	1926	1913	1913	1913
Commodities	550	502	47	126	69	118	139	45	400	140
Year and month										
1923	100.6	98.0	124	497	977			419		<sup>1</sup> 503.9
1924	98.1	99.4	136	573	997			488		<sup>1</sup> 497.4
1925	103.5	102.6	136	558	1008	210		551	141.8	<sup>1</sup> 612.0
1926	100.0	100.0	123	744	955	163	100	703	134.4	<sup>1</sup> 618.2
1927	95.4	97.6	133	847	979	153	101	617	137.6	<sup>1</sup> 466.7
1928	97.7	96.4	130	843	979	153	102	620	140.0	<sup>1</sup> 453.1
1929	96.5	95.6	130	851	924	150	98	611	137.2	<sup>1</sup> 439.7
1930	86.3	86.6	117	744	<sup>2</sup> 118.5	130	90	532	124.6	383.0
1923										
January	102.0			434	991			387		516.1
April	103.9			480	1012			415		525.7
July	98.4			504	949			407		503.9
October	99.4			515	960			421		499.6
1924										
January	99.6			580	974			494		504.4
April	97.3			555	1008			450		510.3
July	95.6			566	953			481		497.4
October	98.2			555	999			497		522.0
1925										
January	102.9			559	1045	243		514		568.2
April	101.9			538	1020	230		513		570.1
July	104.3			559	1009	212		557		612.0
October	103.6			575	989	179		572		617.1
1926										
January	103.6	103.0	122	560	966	172		634	135.8	608.0
April	100.1	101.2	119	621	923	157		650	132.7	590.0
July	99.5	100.2	126	876	948	158		836	133.1	618.2
October	99.4	98.1	125	866	972	178		751	136.2	596.7
1927										
January	96.6	97.8	130	856	979	157	100	622	135.9	558.2
April	93.7	97.5	135	846	979	152	100	636	134.8	521.3
July	94.1	98.6	140	845	992	152	101	621	137.6	466.7
October	97.0	97.2	129	839	966	154	101	587	139.8	467.5
1928										
January	96.3	96.9	129	851	982	153	102	607	138.7	463.5
April	97.4	98.3	131	847	984	154	103	624	139.5	464.4
July	98.3	96.2	133	841	979	155	103	624	141.6	453.1
October	97.8	95.4	129	835	971	150	101	617	140.1	463.3
1929										
January	97.2	93.7	128	867	953	151	100	630	138.9	461.2
April	96.8	94.1	134	862	963	150	99	627	137.1	455.0
July	98.0	96.0	132	858	922	149	97	613	137.8	439.7
October	96.3	96.7	127	838	895	149	96	590	137.2	435.8
1930										
January	93.4	95.3	125	808	<sup>2</sup> 124.3	143	94	564	132.3	417.4
April	90.7	91.2	119	777	<sup>2</sup> 120.3	135	92	548	126.7	396.1
July	84.0	85.3	119	739	<sup>2</sup> 118.2	129	90	538	125.1	374.9
October	82.6	81.0	112	705	<sup>2</sup> 112.7	123	86	508	120.2	364.4
1931										
January	77.0	76.7	105	661	<sup>2</sup> 108.9	118	86	484	115.2	341.7
February	75.5	76.0	107	658	<sup>2</sup> 108.8	117	86	482	114.0	338.1
March	74.5	75.1	107	660	<sup>2</sup> 110.5	116	86	482	113.9	339.3
April	73.3	74.4	108	652	<sup>2</sup> 110.3	115	85	484	113.7	337.0
May	71.3	73.0	107	640	<sup>2</sup> 108.7	113	84	470	113.3	331.7
June	70.0	72.2	110	642	<sup>2</sup> 112.1	110	83	467	112.3	326.5
July	70.0	71.7	114	635	<sup>2</sup> 107.8	110	82	456	111.7	324.3
August	70.2	70.9	110	616	<sup>2</sup> 105.2	109	81	446	110.2	321.6
September	69.1	70.0	108	597	<sup>2</sup> 104.6	109	79	428	108.6	319.1

<sup>1</sup> July.<sup>2</sup> In gold.

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INDEX NUMBERS OF WHOLESALE PRICES IN THE UNITED STATES AND IN CERTAIN FOREIGN COUNTRIES—Continued

Country	Netherlands	Norway	Spain	Sweden	Switzerland	United Kingdom	Australia	New Zealand	South Africa	Japan	China	India
Computing agency	Central Bureau of Statistics	Central Bureau of Statistics	Institute of Geography and Statistics	Chamber of Commerce	Federal Labor Department	Board of Trade	Bureau of Census and Statistics	Census and Statistics Office	Office of Census and Statistics	Bank of Japan, Tokyo	National Tariff Commission, Shanghai	Labor Office, Bombay
Base period	1913	1913	1913	1913	July, 1914	1913	July, 1914	1913	1913	1913	1926	July, 1914
Commodities	48	95	74	160	118	150	92	180	188	56	155	44
Year and month												
1923	151	232	172	163	181	158.9	170	158	127	199		181
1924	156	268	183	162	175	166.2	165	165	129	206		182
1925	155	253	188	161	162	159.1	162	161	128	202		163
1926	145	198	181	149	145	148.1	161	154	123	179	100.0	149
1927	148	167	172	146	142	141.4	159	146	124	170	104.4	147
1928	149	161	168	148	145	140.3	157	147	121	171	101.7	146
1929	142	153	171	140	141	136.5	158	147	116	166	104.5	145
1930	117	143	172	122	126	119.5	140	143	103	137	114.8	126
1923												
January	157	223	170	163		157.0	163		131	184		187
April	156	229	174	168		162.0	167		126	196		180
July	145	231	170	162		156.5	180		124	192		178
October	148	235	171	161		158.1	171		125	212		181
1924												
January	156	251	178	161		165.4	174		131	211		188
April	154	263	184	161		164.7	166		126	207		184
July	151	265	182	157		162.6	163		125	195		184
October	161	273	186	167		170.0	163		133	213		181
1925												
January	160	279	191	169		171.1	163	166	130	214		173
April	151	273	190	163		161.9	158	162	130	202		165
July	155	254	188	161		156.9	162	161	127	198		158
October	154	223	187	154		153.9	163	162	124	200		158
1926												
January	153	214	186	153	153	151.3	161	159	124	192		154
April	143	199	179	150	145	143.6	168	156	120	181		151
July	141	192	178	148	145	148.7	162	156	122	179		149
October	143	198	179	148	144	152.1	154	153	127	174		147
1927												
January	145	174	184	146	141	143.6	154	151	128	170	103.2	146
April	143	164	177	143	140	139.8	151	147	126	170	105.2	145
July	151	165	168	146	140	141.1	161	146	120	170	104.5	147
October	150	165	169	147	145	141.4	173	146	122	170	104.9	146
1928												
January	153	164	166	148	145	141.1	163	150	123	169	101.0	141
April	153	162	166	151	146	142.9	162	147	121	170	102.9	142
July	148	162	164	150	144	141.1	157	148	119	169	100.8	147
October	146	157	174	145	145	137.9	152	149	120	174	101.2	150
1929												
January	146	154	171	144	143	138.3	157	147	120	172	101.7	148
April	144	154	174	141	140	138.8	158	146	117	170	103.1	144
July	141	152	169	140	143	137.4	159	147	115	166	103.4	145
October	140	154	172	138	142	136.1	161	148	113	163	107.4	146
1930												
January	131	150	172	131	136	131.0	151	147	107	152	108.3	139
April	122	145	172	124	129	123.7	146	146	104	147	111.2	134
July	115	142	170	121	126	119.2	144	144	100	134	120.4	124
October	111	140	175	118	122	113.0	130	142	99	124	115.4	117
1931												
January	105	135	173	115	115	106.9	127	140	102	120	119.7	111
February	104	133	175	114	115	106.2	127	137		119	127.4	112
March	103	131	174	113	114	105.9	128	136		120	126.1	111
April	102	130	172	112	112	105.7	127	134	99	119	126.2	110
May	102	128	169	111	111	104.4	126	133		116	127.5	106
June	100	127	169	110	110	103.2	125	132		114	129.2	106
July	97	127	175	110	109	102.2	123	131	98	116	127.4	108
August	94	126	177	109	108	99.5	122			115	130.3	107
September	91	123	178	107		99.2					129.2	

# COST OF LIVING

## Standard of Living of 400 Families in Amalgamated Housing Corporation Dwellings

IN ITS report covering 1930, the State Board of Housing of New York has published the results of a survey of standard of living among 400 families living in the Amalgamated Housing Corporation dwellings. The choice of this particular group of individuals for study was regarded as especially desirable because the persons involved are living under model housing conditions, have small incomes, a common cultural background, and a community of interest arising out of the cooperative features of the dwelling project. For the general information of the reader, it should be stated that the Amalgamated Housing Corporation is supplying model apartments at reasonable cost to wage earners and that in addition the dwellings are provided with cooperative stores, laundries, recreation rooms, etc.

In making the investigation two sources of material were available: (1) Questionnaires filled out by experienced investigators who made inquiry as to the size of family, age of members, country of birth, place of previous residence, rent paid in previous residence and number of rooms occupied, occupation, earnings, clothes bought, etc., and (2) the records of the cooperative stores from which were obtained figures as to the quantity of food, milk, etc., purchased, by apartments. Both phases of the investigation were carried through to cover the year 1930. The report here reviewed is of a preliminary nature and it is stated that it will be followed by a special monograph giving a comprehensive account of the standard of living as found.

### Size and Composition of Families

OF 417 schedules obtained, 17 were discarded, owing to some lack of basic information. According to the returns shown on the remaining 400 schedules, the average size of a family was 3.74 persons. Two-fifths of the families were composed of three persons or less, 36 per cent of four persons, and 23 per cent of five or more persons.

Sons of 15 years of age and under numbered 244, and daughters of this age group, 216. Taken together these children comprised 68 per cent of the total 679 sons and daughters living at home. The average age of all children was 12 years. The ages of mothers and fathers were also ascertained, 50 per cent of the fathers and 65 per cent of the mothers being under 40 years old when the survey was made. The average age of fathers was 41.4 years and of mothers, 38.4 years.

### Country of Birth and Occupation

WHILE 91.8 per cent of all the children covered were born in the United States only 8.9 per cent of the fathers and 11 per cent of the mothers were found to be native born. Three-fifths of the parents were Russian born, and the next most important countries of origin were Austria and Poland, each represented by 10 per cent of the total number of parents.

The occupations of heads of families were varied, 30 per cent being garment workers, 10 per cent persons in professional services, 8 per cent building workers, 8 per cent shopkeepers, jobbers, and other business men, etc.

### Time Lost, Earnings, and Income

TABLE 1 shows the amount of time lost by the chief wage earner on account of unemployment, part-time work, and disability. The average loss of time during 1930 for 368 persons was 9.9 weeks.

TABLE 1.—NUMBER OF WEEKS LOST BY CHIEF WAGE EARNERS BECAUSE OF UNEMPLOYMENT, PART-TIME WORK, AND DISABILITY

Number of weeks idle	Number of wage earners	Per cent distribution
None.....	148	40.3
Under 5 weeks.....	16	4.3
5 to 9 weeks.....	34	9.2
10 to 14 weeks.....	57	15.5
15 to 19 weeks.....	38	10.3
20 to 24 weeks.....	21	5.7
25 to 30 weeks.....	33	9.0
30 weeks and over.....	21	5.7
Total.....	368	100.0

Practically one-fourth of the breadwinners earned less than \$40 per week when fully employed and 85.1 per cent earned under \$65 per week. The average estimated weekly earnings for a week of full employment were \$52.88. The average income of the chief breadwinners in 1930 amounted to \$2,275.28. A classification of incomes shows that 39.3 per cent of the total had incomes of under \$2,000 for the year and 2 per cent had \$5,000 and over.

When the total family income, including earnings of father, mother, and children, in 390 families, was considered, the number of families with less than \$2,000 was reduced to 26.6 per cent of the total, the number with \$5,000 and over rose to 3.3 per cent of the total family earnings. Of the contribution to total family earnings 87.6 per cent was contributed by the chief breadwinner and 12.4 per cent by other members of the family.

### Expenditures

OF THE major items of expense for all 400 families, food constituted 33 per cent, or the largest single item. The distribution of expenditures by major groups appears in Table 2.

TABLE 2.—DISTRIBUTION OF EXPENDITURES BY MAJOR CLASSES

Item	Average expenses per family	Per cent of total expenses
Food.....	\$949.35	33.0
Clothing.....	309.38	10.7
Rent.....	531.53	18.4
House operation.....	206.24	7.2
All others.....	883.19	30.7
Total.....	2,879.69	100.0

With regard to the item of rent, it is stated in the report under review that for 314 families an average of \$68.66 less per year was paid in the Amalgamated dwellings than in their previous dwellings.

A distribution of expenditures by major items and according to size of expenditures appears in Table 3.

TABLE 3.—PER CENT OF TOTAL EXPENSES SPENT FOR MAJOR ITEMS, CLASSIFIED BY AMOUNT OF FAMILY EXPENDITURE

Family expenditure	Food	Clothing	Rent	House operation	All others	Total
\$1,000 to \$1,499.....	34.5	6.2	33.1	7.7	18.5	100.0
\$1,500 to \$1,999.....	37.8	7.7	25.8	8.1	29.1	100.0
\$2,000 to \$2,499.....	37.0	8.9	22.4	7.0	24.7	100.0
\$2,500 to \$2,999.....	35.8	9.9	19.2	6.8	28.3	100.0
\$3,000 to \$3,499.....	32.9	11.3	16.6	6.6	32.6	100.0
\$3,500 to \$3,999.....	31.2	11.9	15.9	7.3	33.7	100.0
\$4,000 to \$4,499.....	30.2	13.7	14.8	6.7	34.6	100.0
\$4,500 to \$4,999.....	28.6	14.0	13.1	6.8	37.5	100.0
\$5,000 and over.....	25.2	11.7	12.4	8.1	42.6	100.0
Average.....	33.0	10.7	18.4	7.2	30.7	100.0



# IMMIGRATION AND EMIGRATION

## Statistics of Immigration for September, 1931

By J. J. KUNNA, CHIEF STATISTICIAN UNITED STATES BUREAU OF IMMIGRATION

THE statistics for September, 1931, show a total of 25,957 aliens admitted to the United States, the largest number for any one month since October, 1930, when 37,246 aliens entered the country. The admissions in September last, classified according to last or intended period of residence in this country, included 5,017 immigrants and 20,940 nonimmigrants.

During the three months from July to September, 1931, a total of 12,281 immigrants was admitted from all countries, compared with 45,931 for the corresponding period of the previous year, a decrease of 33,650, or 73 per cent. Certain sources show a larger proportionate decline in immigration, particularly the Irish Free State and Germany, the decrease for the former being 94 per cent and for the latter 79 per cent. The percentage of decrease for Italy since a year ago was 66; for Scandinavia, 68; for Canada, 75; and for Mexico, 60.

A comparison of the number of quota immigrants admitted during the first quarter of the past fiscal year—July to September, 1930—and during the same period of the current fiscal year shows a decrease from 26,394 to 4,204. In other words, only one alien of this class is now coming to the United States, whereas six came a year ago. The drastic decrease in immigration, particularly of quota immigrants, is the result of restricting the influx of aliens during the time of widespread unemployment in the United States through the strict enforcement of the "likely to become a public charge" provision of the immigration laws.

INWARD AND OUTWARD PASSENGER MOVEMENT, JULY, AUGUST, AND SEPTEMBER, 1931

Period	Inward					Aliens debarred from entering <sup>1</sup>	Outward					Aliens deported after entering <sup>2</sup>
	Aliens admitted			United States citizens arrived	Total		Aliens departed			United States citizens departed	Total	
	Immigrant	Non-immigrant	Total				Emigrant	Non-emigrant	Total			
1931												
July.....	3,174	12,361	15,535	30,944	46,479	761	7,428	20,450	27,878	46,961	74,839	1,681
August.....	4,090	16,580	20,670	59,372	80,042	657	9,541	23,009	32,550	65,895	98,445	1,584
September.....	5,017	20,940	25,957	62,581	88,538	684	8,733	20,393	29,126	42,247	71,373	1,446
Total...	12,281	49,881	62,162	152,897	215,059	2,102	25,702	63,852	89,554	155,103	244,657	4,711

<sup>1</sup> These aliens are not included among arrivals, as they were not permitted to enter the United States.

<sup>2</sup> These aliens are included among aliens departed, they having entered the United States, legally or illegally, and later being deported.

# PUBLICATIONS RELATING TO LABOR

## Official—United States

BALTIMORE (MARYLAND).—Municipal Commission on Employment Stabilization and Municipal Free Employment Service. *Report. Baltimore, 1931. 15 pp., charts.*

Reviewed in this issue.

HAWAII.—Board of Trustees of Employees' Retirement System. *Fifth annual report, June 30, 1930. Honolulu, 1931. 58 pp.*

OHIO.—Industrial Commission. Division of Safety and Hygiene. *Proceedings of fourth all-Ohio safety congress, Columbus, April 21-23, 1931. Columbus, 1931. 561 pp.*

PENNSYLVANIA.—Department of Labor and Industry. *Special Bulletin No. 33: How many are jobless in Pennsylvania? An estimate of the number unemployed and an analysis of industrial employment and wage payments in Pennsylvania, prepared by the Bureau of Statistics. Harrisburg, 1931. 32 pp., charts.*

Reviewed in this issue.

PRESIDENT'S CONFERENCE ON HOME BUILDING AND HOME OWNERSHIP.—Committee on Farm and Village Housing. *Bibliographies, compiled by Josiah C. Folsom: Housing in labor camps, 16 pp.; Housing of Mexicans and Indians, 12 pp.; Housing in tourist camps, 23 pp.; Housing of migratory agricultural laborers, 21 pp. Washington, 1931. (Mimeographed.)*

PRESIDENT'S ORGANIZATION ON UNEMPLOYMENT RELIEF.—*A brief report on transient families in Arizona, prepared by the National Association of Travelers Aid Societies on information submitted by Mrs. Frances G. Blair, Tucson chapter, American Red Cross, Tucson, Ariz. Washington, 1931. 18 pp. (Mimeographed.)*

— *A brief report on transient families in Florida, prepared by the National Association of Travelers Aid Societies on information submitted by Miss Margaret Hatch of Dunedin, Fla. Washington, 1931. 11 pp. (Mimeographed.)*

These studies of transient families in Arizona and Florida are reviewed in this issue of the Labor Review.

UNITED STATES.—Department of Agriculture. *Miscellaneous Publication No. 105: A graphic summary of American agriculture based largely on the Census, compiled by O. E. Baker. Washington, 1931. 228 pp., maps, charts.*

Includes a section on farm labor, with a series of maps showing distribution of persons engaged in agriculture and forestry, of farmers hiring labor, and of cash expenditure for labor.

— Department of Labor. Bureau of Labor Statistics. *Bulletin No. 540: Union scales of wages and hours of labor, May 15, 1930. Washington, 1931. 324 pp.*

Summary data covering that part of the survey relating to time-work trades were published in the Labor Review for November, 1930 (pp. 176-186).

— — — *Bulletin No. 543: Wholesale prices, 1930. Washington, 1931. 103 pp.*

— — — *Bulletin No. 549: Labor legislation of Venezuela. Washington, 1931. 19 pp.*

— — — *Bulletin No. 556: Code of lighting: Factories, mills, and other work places. (Revision of 1930.) Washington, 1931. 22 pp., illus.*

UNITED STATES.—Department of Labor, Women's Bureau. *Bulletin No. 91: Women in industry: a series of papers to aid study groups*, by Mary Elizabeth Pidgeon. Washington, 1931. 79 pp.

— Federal Board for Vocational Education. *Bulletin No. 41, Trade and Industrial Series No. 11: Coal-mine ventilation—technical information for use in vocational training classes*. Washington, 1931. 90 pp., diagrams, illus. (Revised edition.)

— — — *Miscellaneous 1108: Report of the thirteenth annual north central region conference, agriculture, Chicago, March 24–27, 1930*. Washington, [1931?]. 88 pp. (Mimeographed.)

A collection of reports on the activities of special committees and of the papers or summaries of the discussions of members of the conference.

### Official—Foreign Countries

AMSTERDAM (NETHERLANDS).—Bureau van Statistiek. *Statistisch jaarboek, 1930*. Amsterdam, 1931. 352 pp.

Contains statistical information in regard to the city of Amsterdam for 1930 and earlier years. The subjects covered include social welfare work, employment and unemployment, employment service, labor unions, industrial disputes, wages, industrial accidents, unemployment insurance and relief, old-age and invalidity insurance, health insurance, etc.

AUSTRALIA.—Pensions and Maternity Allowance Office. *Invalid and old-age pensions: Statement for the 12 months ended June 30, 1931*. Canberra, 1931. 12 pp.

During the year, 28,844 claims for old-age pensions were granted, and the number of such pensions current on June 30, 1931, was 172,177, an increase of 16,981 over the number at the corresponding date in 1930; 10,006 invalidity pensions were granted, and the number current on June 30 was 68,343, making the total number of pensioners in the two groups 240,520. The amount paid in these pensions during the year was £11,549,828 (\$56,207,238), and the average fortnightly pension was 38s. 4d. (\$7.38). At the close of the year there were 266 old-age and 105 invalid pensioners per 10,000 of the population.

— — — *Maternity allowances: Statement showing number of claims granted and rejected, expenditure, and cost of administration during the 12 months ended June 30, 1931*. Canberra, 1931. 4 pp.

During the year covered 126,149 allowances were granted throughout the Commonwealth and 770 claims were refused. The amount paid out during the year in allowances was £630,652 (\$3,069,068), and the cost of administration was £15,322 (\$74,154), or £2 8s. 7d. (\$11.82) for each £100 (\$487) paid in maternity allowances.

BURMA (INDIA).—[Labor Department?] *Report on wages in rice mills in Burma*, by A. J. Page, director of statistics and labor commissioner. Rangoon, 1931. 94 pp., map.

CANADA.—Department of Labor. *Bulletin No. 11, Industrial Relations Series: Government intervention in labor disputes in Canada*. Ottawa, 1931. 27 pp.

A discussion, in chronological order, of the provincial statutes on industrial disputes, which is followed by an account of the Dominion legislation along similar lines. The final section of the bulletin deals with the work of the commissions appointed under the inquiries act to investigate the causes of particular controversies between employers and employees.

EGYPT.—Ministry of Finance. Statistical and Census Department. *Industrial and commercial census, 1927*. Cairo, 1931. 371 pp. (In English and Arabic.)

Shows number of establishments in each branch of industry or commerce, variously classified by industry, total number of employees, locality, etc.

ESTONIA.—Bureau Central de Statistique. *Estonie de 1920-1930—résumé rétrospektif*. Tallinn, 1931. 405 pp. (In French.)

Contains statistical information in regard to Estonia for the decade 1920 to 1930, the subjects covered including the cooperative movement, housing, public education and health, employment and unemployment, wages of agricultural workers, insurance against sickness and accidents, labor inspection, industrial disputes, the budgets of workers' families, etc.

FRANCE.—Bureau de la Statistique Générale. *Résultats statistiques du recensement général de la population effectué le 7 Mars 1926. Tome 1—Quatrième partie*. Paris, 1931. 98 pp.

The fourth section of volume 1 of the French census of 1926, giving the division of the population according to occupation, by age, sex, and marital status.

— *Statistique annuelle des institutions d'assistance, 1928*. Paris, 1931. lxiv, 69 pp.

The annual report of welfare and aid institutions in France for the year 1928. The report covers cost and extent of assistance for old age and invalidity and infant welfare, as well as that given by hospitals and similar institutions.

GERMANY.—Statistisches Reichsamt. *Statistisches Jahrbuch für das Deutsche Reich, 1931*. Berlin, 1931. [Various paging.] Charts.

The subjects covered in this statistical yearbook for Germany include wages, prices, employment, social insurance, welfare work, industrial associations, etc.

GREAT BRITAIN.—Mines Department. Safety in Mines Research Board. *Ninth annual report, 1930*. London, 1931. 86 pp., diagrams, illus.

The report outlines the progress of the researches of the board and of the health advisory committee in such questions as coal-dust and fire-damp explosions, spontaneous combustion of coal, safety lamps and mechanical appliances, falls of ground, and mine temperatures and ventilation.

— Ministry of Health. *Twelfth annual report, 1930-31*. London, 1931. 324 pp. (Cmd. 3937.)

Summary data from this report, relating to widows', orphans', and old-age pensions, are given in this issue of the Labor Review.

— Registry of Friendly Societies. *Report for the year 1930. Part I: General*. London, 1931. 45 pp.

INTERNATIONAL LABOR OFFICE.—*The International Labor Organization—the first decade*. London, George Allen & Unwin (Ltd.), 1931. 382 pp. (World Peace Foundation, Boston, American distributor.)

This volume, which is the work of various officials of the International Labor Office, has a preface by Albert Thomas, director of the office. In addition to describing the work and accomplishments of the International Labor Organization during the past 10 years, the difficulties which have been met in achieving results are shown and there is some suggestion of the lines of future development.

IRISH FREE STATE.—Department of Industry and Commerce. *Census of population, 1926. Volume V, Part II: Ages and conjugal conditions classified by occupations and industries*. Dublin, 1930. 305 pp.

JAPAN.—Cabinet Impérial. Bureau de la Statistique Générale. *Résumé statistique de l'Empire du Japon*. Tokyo, 1931. 161 pp., map, charts. (In French and Japanese.)

A summary of the forty-ninth statistical annual of the Empire published in Japanese in December, 1930. One section of the summary is devoted to labor subjects—unemployment, placement, industrial controversies, wages, bonuses, etc. Statistics on wages and hours of miners from this résumé are presented in this issue of the Labor Review.

LEAGUE OF NATIONS.—Economic and Financial Section. *A scheme for an economic advisory organization in India. Report by Sir Arthur Salter.* Geneva, 1931. 92 pp. (World Peace Foundation, Boston, American distributor.)

MILAN (ITALY).—Ufficio Studi e Statistica. *Milano nel 1930: Riassunto dei dati statistici mensili.* Milan, 1931. *xix*, 29 pp., charts.

A summary of statistical data appearing in the monthly statistical review published by the city. Contains statistics on unemployment and wages in Milan during the year 1930.

NETHERLANDS.—Rijksverzekeringsbank. *Ongevallenstatistiek betreffende het kalenderjaar 1929.* Amsterdam, 1931. 41\*, 115 pp., charts.

Contains statistics of industrial accidents in the Netherlands for 1929, classified by industry, occupation, and establishment; insurance against accidents by the State Insurance Bank, by trade associations, and by employers; wages of the insured, etc.

NORWAY.—Chefinspektøren for Fabrikktilsynet. *Årsberetninger fra Arbeidsrådet og Fabrikktilsynet, 1930.* Oslo, [1931]. 86 pp., chart, illus.

Annual report on the activities of the works councils and on factory inspection in Norway during 1930, including preventive measures against industrial accidents and diseases, first aid, hours of labor, work of women and children, factory legislation, law violations, etc. There is a French résumé and some of the titles and table heads are in French.

— Statistiske Centralbyrå. *Arbeidslønnen i jordbruket, driftsåret 1930–31.* Oslo, 1931. 15 pp. (*Norges Offisielle Statistikk, VIII, 158.*)

Contains wages of agricultural workers in Norway during 1930–31.

— — — *Norges bergverksdrift, 1930.* Oslo, 1931. 42 pp. (*Norges Offisielle Statistikk, VIII, 155.*)

Contains statistical information in regard to the mining industry in Norway for 1930, including number of workers employed in mines and annual reports of the mine inspectors.

The table of contents and the heads of several of the tables are in both Norwegian and French.

SWITZERLAND.—Bureau Fédéral de Statistique. *Les exploitations industrielles et commerciales dans les cantons. Recensement des entreprises 1929.* Vol. II. Bern, 1931. 431 pp. (*In German and French.*)

This report contains the results of the Swiss industrial census of 1929. It covers the number of persons employed and the number and types of industries. A separate table is given for home industries.

— Caisse Nationale Suisse d'Assurance en Cas d'Accidents. *Rapport annuel et comptes pour l'exercice 1930.* [Bern?] 1931. 52 pp., charts, illus.

The annual report of the Swiss National Accident Insurance Fund for the year 1930.

UNION OF SOUTH AFRICA.—Office of Census and Statistics. *Official year book of the Union and of Basutoland, Bechuanaland Protectorate, and Swaziland.* No. 12, 1929–30. Pretoria, 1931. 1128 pp., maps, diagrams, illus.

Includes sections on unemployment and its relief; conciliation boards, industrial councils, trade-unions, employers' organizations, etc.; apprenticeship; the wages act (1925) and the union-wage board; wages; prices; housing; old-age pensions; miners' phthisis, etc.



## Unofficial

ARIZONA UNIVERSITY. Library. *Unemployment insurance: A list of references in the University of Arizona library, compiled by Alvan W. Clark. Tucson, 1931. 17 pp. (Mimeographed.)*

BERGENGREN, ROY F. *Credit union—a cooperative banking book. New York, Beekman Hill Press, 1931. 300 pp.*

A book designed, not for the research worker, but "for folks who may be interested to organize and operate credit unions." With this as his purpose, the author describes just what the credit union is and just how it works (its organization, by-laws, and practical examples of procedure, rules of practice, etc., for new groups). Illustrative cases and statistics are given on the main points covered. A short account of the development of the credit-union movement in each State is also given.

BONVOISIN, M. *Rapport moral présenté au XI<sup>e</sup> Congrès National des Allocations Familiales et des Assurances Sociales. Paris, [Comité Central des Allocations Familiales, (1930?)]. 20 pp.*

Among the principal topics discussed in this report are the development of the system of family allowances in France, the activity of funds for such allowances the demographic results of the system, the proposal to make family allowance, compulsory, and the application of the social insurance law.

BROOKLYN CONFERENCE ON ADULT EDUCATION. *The making of adult minds in a metropolitan area. New York, Macmillan Co., 1931. 245 pp.*

BROWN, EMILY CLARK. *Book and job printing in Chicago: A study of organizations of employers and their relations with labor. Chicago, University of Chicago Press, 1931. 363 pp. (Social Science Studies No. XXI, Social Science Research Committee, University of Chicago.)*

BURSK, J. PARKER. *Seasonal variations in employment in manufacturing industries. Philadelphia, University of Pennsylvania Press, 1931. 197 pp., charts. (Research Studies XIV, Industrial Research Department, Wharton School of Finance and Commerce.)*

An analysis of seasonal variations in employment in six major groups of industries, based on the Bureau of the Census figures of employment for the years 1904, 1909, 1914, 1919, 1921, 1923, and 1925.

COOPERATIVE LEAGUE OF THE U. S. A. *Consumers' cooperation in the United States, by Cedric Long. New York, 167 W. 12th Street, 1930. 23 pp. (Fifth revised edition.)*

A brief account of the consumers' cooperative movement, in its different phases, giving successful examples of each of the various types of societies.

— *How to start and run a cooperative store on the Rochdale plan. New York, 167 W. 12th St., 1931. 39 pp., illus.*

Contains directions on such important points as the first steps toward the formation of the society, constitution, membership, capital, store location and operation, manager and employees, committees, bookkeeping and auditing, business policies, education, etc.

FÉDÉRATION SUISSE DES OUVRIERS DU COMMERCE, DES TRANSPORTS ET DE L'ALIMENTATION. *Rapport de la caisse de chômage pour l'exercice, 1930. Zurich, 1931. 44 pp.*

Report of the operation of the unemployment fund of the Swiss federation of commerce, transportation, and food workers for 1930.

FRYBERGER, HARRISON E. *The abolition of poverty. New York, Advance Publishing Co., 1931. 152 pp., map.*

GASSER, ELSA F. *Die Arbeitslosigkeit in der Schweiz. und ihre Bekämpfung. Bern, [1931]. 25 pp. (Separatabdruck a. d. "Schweiz. Zeitschrift für Betriebswirtschaft u. Arbeitsgestaltung".)*

Contains a review of the unemployment situation in Switzerland and of the proposed measures to combat it, such as decrease of women's work, decrease of foreign labor in the country, shortening of hours of labor, shortening of "dead seasons" in certain seasonal industries, better vocational guidance, increase of exports, and decrease of imports, etc.

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GOLDBERG, ROSAMUND W. *Occupational diseases in relation to compensation and health insurance. New York, Columbia University Press, 1931. 280 pp.*

The writer reviews the principal occupational health hazards and the extent to which workmen's compensation is in force for specific occupational diseases in the different States, with a view to determining whether a system of health insurance could be put into application to cover the principal causes of occupational disease and industrial poisoning.

GROSSMANN, CHARLES J. RUDOLPH. *The economic importance of manufacturing and of its leading lines in Texas. Austin, Bureau of Business Research, University of Texas, 1931. 39 pp., maps, charts.*

Compares the importance of manufacturing with that of agriculture and mining, contrasts the several lines of manufacturing, describes the character of manufacturing in Texas, and shows the distribution of manufacturing establishments by counties. When the 1930 Census figures become available, a revision of the bulletin is planned, which will embody a study of industry from the point of view of employment.

HAYCRAFT, G. F. *Coal-miners' nystagmus. London, Oxford University Press, 1931. 15 pp. (Oxford Medical Publications.)*

Early nystagmus is frequently difficult to diagnose and the pamphlet is designed as an aid in recognition of this disease, which, in addition to presenting a distinct hazard to the sufferer and his fellow workers, is productive of much suffering.

INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Report of the 1931 safety convention and annual general meeting, Toronto, April 23 and 24, 1931. Toronto, 1931. 135 pp.*

INSTITUT INTERNATIONALE DE STATISTIQUE. *Bulletin, Tome XXV, 3<sup>ème</sup> livraison: Rapports et communications présentés à la XIX<sup>ème</sup> session, Tokio, 1930. The Hague, 1931. 887 pp., charts.*

This report of the nineteenth conference of the International Statistical Institute is divided into three sections, dealing, respectively, with population and vital statistics, economic statistics, and social statistics.

LANDSORGANISATIONENS I SVERIGE. *Berättelse, 1930. Stockholm, 1931. 358 pp., chart.*

Annual report of the Swedish federation of labor unions for 1930, including a historical review of the growth of the trade-union movement in Sweden from 1899 to 1930, and chapters on the conditions of labor in Sweden, such as collective agreements, wages, hours, disputes, legislation, etc.

— *Tionde ordinarie kongress i Stockholm, 9–15 augusti 1931. Dagordning, arbetsordning, motioner. Stockholm, 1931. 121 pp.*

Proceedings of the Swedish labor-union convention held August 9 to 15, 1931, in Stockholm.

MINE INSPECTORS' INSTITUTE OF AMERICA. *Proceedings, Richmond, Va., May, 1931. [Pittsburgh], 1931. 138 pp.*

Contains a list of officers and members of the institute, and minutes of the annual meeting, including papers relating to accidents and safety in coal mines, presented at the meeting.

MITCHELL, GEORGE SINCLAIR. *Textile unionism and the South. Chapel Hill, University of North Carolina Press, 1931. 92 pp.*

A study of the textile industry of the South and the efforts of the United Textile Workers' Union to unionize the operatives.

NATIONAL AUTOMOBILE CHAMBER OF COMMERCE. *Facts and figures of the automobile industry, 1931 edition. New York, 366 Madison Avenue, 1931. 96 pp., maps, charts.*